

ABSTRACT

This study aims to determine the effect of perceive outsourcing, organizational commitment and job satisfaction on the performance of outsourced employees of ministry of public works and public housing. This research was done by quantitative method with associative method. The study was conducted on 110 outsourced employees at the General Secretariat of Public Works and Public Housing. Sampling by accidental sampling technique. Data collection using survey method using questionnaire. Data were analyzed by multiple linear regression analysis. The results showed that there was a significant and negative influence between perceive outsourcing and employee performance. There was a significant and positive influence between organizational commitment and employee performance. There was a significant and positive influence between satisfaction and employee performance. Perceive outsourcing, organizational commitment and job satisfaction simultaneously had a significant effect on employee performance with determination coefficient of 92.4%.

Keywords: Outsourcing, Organizational Commitment, Satisfaction, Employee Performance



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh persepsi *outsourcing*, komitmen organisasional dan kepuasan kerja terhadap kinerja karyawan *outsourcing* kementerian pekerjaan umum dan perumahan rakyat. Penelitian ini dilakukan dengan metode kuantitatif dengan metode asosiatif. Penelitian dilakukan terhadap 110 karyawan *outsourcing* di Sekretariat Jendral Pekerjaan Umum dan Perumahan Rakyat. Pengambilan sampel dengan teknik aksidental sampling. Pengambilan data dengan metode survei dengan menggunakan kuesioner. Data dianalisis dengan analisis regresi linier ganda. Hasil penelitian menunjukkan bahwa terdapat pengaruh signifikan dan negatif antara persepsi *outsourcing* dengan kinerja karyawan. Terdapat pengaruh signifikan dan positif antara komitmen organisasional dengan kinerja karyawan. Terdapat pengaruh signifikan dan positif antara kepuasan dengan kinerja karyawan. Persepsi *outsourcing*, komitmen organisasional dan kepuasan kerja secara simultan berpengaruh signifikan terhadap kinerja karyawan dengan koefisien determinasi sebesar 92,4%.

Kata kunci: *Outsourcing*, Komitmen Organisasional, Kepuasan, Kinerja Karyawan

