

## ABSTRACT

*The aim of this study is to evaluate the effect of Work Motivation, Employee Empowerment, Career Development to Organizational Commitment to IT employees, Internal Audit and HRD at PT Kalbe Farma tbk. This research method using quantitative method with explanatory approach, the population of this study were 51 employees working at IT Department, Internal Audit, and HRD at PT Kalbe Farma tbk. Sample selection is conduct by saturated sample technique that makes the entire population into a sample of research. Data collection techniques using an instrument (a structured list of questions). A questionnaire survey instrument delivered to each respondent in this case 51 employees working at the IT Department, Internal Audit, and HRD at PT Kalbe Farma tbk. Data were analyzed using multiple linear regression model with SPSS version 22.0 software program. In a study with this technique questionnaires used Likert scale measuring technique. Data were analyzed using multiple linear regression models with SPSS software program. Prior to the testing of multiple linear regression, first testing the validity, reliability, normality, multicollinearity and heteroscedasticity. The results of this study showed that simultaneously the variables of Work Motivation, Employee Empowerment, and Career Development have a significant effect on Organizational Commitment. At the same time, just Employee Empowerment and Career Development that has a significant effect on Organizational Commitment.*

*Keywords: Work Motivation, Employee Empowerment, Career Development, Organizational Commitment*

## ABSTRAK

Tujuan penelitian ini untuk mengevaluasi pengaruh Motivasi Kerja, Pemberdayaan Karyawan, Pengembangan Karir terhadap Komitmen Organisasi pada karyawan IT, Internal Audit, dan HRD di PT Kalbe Farma Tbk. Metode penelitian ini menggunakan metode kuantitatif dengan pendekatan eksplanatori, yang menjadi populasi dalam penelitian ini adalah 51 karyawan yang bekerja pada Departemen IT, Internal Audit, dan HRD di PT Kalbe Farma Tbk. Pemilihan sampel penelitian menggunakan teknik sampel jenuh yaitu menjadikan seluruh populasi menjadi sampel penelitian. Teknik pengumpulan data menggunakan instrument kuesioner (daftar pertanyaan secara terstruktur). Instrumen survey kuesioner disampaikan kepada setiap responden 51 karyawan yang bekerja pada Departemen IT, Internal Audit, dan HRD di PT Kalbe Farma Tbk. Data dianalisis menggunakan model regresi linear berganda dengan program software SPSS versi 22.0. Teknik penyebaran kuesioner menggunakan pengukuran skala Likert. Sebelum dilakukan pengujian regresi linear berganda, data atas jawaban kuesioner terlebih dahulu dilakukan pengujian validitas, reliabilitas, normalitas, multikolinieritas dan heteroskedastisitas. Hasil penelitian menunjukkan bahwa secara simultan variabel Motivasi Kerja, Pemberdayaan Karyawan, dan Pengembangan Karir berpengaruh signifikan terhadap Komitmen Organisasi. Sedangkan secara parsial, hanya Pemberdayaan Karyawan dan Pengembangan Karir yang berpengaruh signifikan terhadap Komitmen Organisasi.

Kata Kunci : Motivasi Kerja, Pemberdayaan Karyawan, Pengembangan Karir, Komitmen Organisasi