

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis Kinerja Karyawan Melalui Komitmen Organisasi di PT Bhinneka Mentari Dimensi Jakarta. Penelitian ini menggunakan teknik analisis data SEM dan pengolahan data menggunakan PLS. Populasinya Karyawan PT. Bhinneka Mentari Dimensi Jakarta dengan sampel 50 responden karyawan tetap. Teknik pengambilan sampel menggunakan Sampel Jenuh. Dengan menggunakan pendekatan deskriptif kuantitatif. Hasil penelitian ini menunjukkan bahwa Budaya Organisasi berpengaruh positif signifikan terhadap Kinerja Karyawan, Keterlibatan Kerja berpengaruh positif signifikan terhadap Kinerja Karyawan, Komitmen Organisasi berpengaruh positif signifikan terhadap Kinerja Karyawan, Keterlibatan Kerja berpengaruh positif signifikan terhadap Komitmen Organisasi, Budaya Organisasi berpengaruh positif signifikan terhadap Komitmen Organisasi, Komitmen Organisasi tidak memediasi Keterlibatan Kerja Terhadap Kinerja Karyawan, Serta Komitmen Organisasi memediasi Budaya Organisasi Terhadap Kinerja Karyawan.

Kata kunci : Keterlibatan Kerja, Budaya Organisasi, Kinerja Karyawan dan Komitmen Organisasi.



## **ABSTRACT**

*This study aims to analyze Employee Performance Through Organizational Commitment at PT Bhinneka Mentari Dimensi Jakarta. This study uses SEM data analysis techniques and data processing using PLS. Population Employees PT. Bhinneka Mentari Dimensions Jakarta with a sample of 50 respondents. Sampling technique using Saturated Sample. By using a quantitative descriptive approach. The results of this study indicate that Organizational Culture has a significant positive effect on Employee Performance, Work Engagement has a significant positive effect on Employee Performance, Organizational Commitment has a significant positive effect on Employee Performance, Work Engagement has a significant positive effect on Organizational Commitment, Organizational Culture has a significant positive effect on Organizational Commitment, Organizational Commitment does not mediate work involvement on employee performance, and organizational commitment mediates organizational culture on employee performance.*

*Keywords: Organizational Culture, Work Involvement, Employee Performance and Organizational Commitment.*

