

ABSTRACT

PT. PLN (Persero) is a state-owned enterprises (SOEs) as the sole electricity provider in Indonesia, which serves the needs of the people of Indonesia will be professionally electrical energy. PLN is under the protection of government so as monitored by the government, so even with its employees. Therefore, if the performance of employees decreased then it will have an impact on services produced. One factor is the performance of employees decreased organizational commitment.

The purpose of this study was to determine the organizational commitment in. PLN (Persero) Area Majalaya and its influence on employee performance PT. PLN (Persero) Area Majalaya. This research uses descriptive and causal. The population used in this study were all employees of PT. PLN (Persero) Area Majalaya which amounted to 57 employees. The data collection is done by distributing questionnaires to all employees. Data analysis technique used is simple linear regression.

Based on the results of descriptive analysis, organizational commitment has a value of 85.8% in the category very high, while the performance has a value of 75.8% in the high category. The variable of organizational commitment has a significant influence on the performance variable. The magnitude of the effect of 54.5%, while the remaining 45.5% influenced by other variables not examined in this study. Thus, it can be concluded that the alternative hypothesis is accepted, meaning that there is the influence of organizational commitment to employee performance PT. PLN (Persero) Area Majalaya.

Keywords : Organizational Commitment, Affective Commitment, Continuance Commitment, Normative Commitment, Performance