

## **ABSTRACT**

The purpose of this research is to know and analyze Yayasan Pendidikan Telkom (YPT) organization commitment and the impact of it's employees' performance.

Descriptive quantitative and causal comparative method are used for this research. This research used 34 YPT employees' as population. Questionnaires are distributed to obtain data and the result will calculate with SPSS 16. Simple linear regression data is a method to gain data analysis technique.

The result of this research shows that the organizational commitment YPT's employees are on high category which has high category also on performance level at 82,58%. Variable of organizational commitment is affecting in positive way and significantly to the performance level of YPT's employees at 54,8% and the 45,2% of the rest was depend on another variable that not examined in this research.

Based on descriptive analyze, all of the organization commitment of YPT employees' are on high category, and the YPT employees' are on high category also. Therefore, it can be concluded that there are impact of organizational commitment to YPT employees' performance.

**Key Words :** Organizational Commitment, Employees' Performance