

ABSTRACT

The purpose of this study was to determine and explain the significant influence of employee training on employee engagement and organizational commitment, to know and explain the effects of training on employee engagement and organizational commitment, to know and explain the effects of training on employee engagement and organizational commitment.

This research was conducted at PT Telekomunikasi Indonesia Witel Jabar Bandung with training of independent variables, employee engagement as moderating variable, and organizational commitment as dependent variables. The purpose of this study was to determine training, employee engagement and organizational commitment to employees of PT Telekomunikasi Indonesia Witel Jabar. In addition to knowing the effects of training, employee engagement and organizational commitment on employees of PT Telekomunikasi Indonesia Witel Jabar.

The method that is used in this research is quantitative method with one independent variable consisting of training (X) as independent employee engagement (Y) as moderating variable and organizational commitment (Z) dependent variable.

Measurement scale that utilized in this research is ordinal scale. The population of this research is 684 from the employee of PT Telekomunikasi Indonesia Witel Jabar. From a population of 684 employees and obtained a sample of 253 employees. The collected data is then analysed using the Classic Assumption Test, Validity Test, Reliability Test, Hypothesis Test, with the help of the SPSS Version 21 For Windows program. The results of this study can be seen that training have a significant influence on employee engagement and organizational commitment indicated that the value of each R count 41.3% and 28.7%.

The variable used in this study is that training significantly influences organizational commitment by using employee engagement as intervening variable. It is suggested that the next researcher can examine other factors that influence employee engagement and organizational commitment, for example, soft skills, job engagement, motivation and other variables.

Keywords: Training; Employee Engagement; Organizational Commitment.