

ABSTRACT

Companies that have quality human resources are companies that have employees with good performance. Factors that influence employee performance include coaching and organizational commitment. The purpose of this research is to determine and analyze the effect of coaching and organizational commitment on employee performance at the Telkom Bandung Pension Fund Office.

The research method used is a quantitative method with descriptive and causal analysis methods, analysis techniques using linear multiple regression, the sample used is a saturated sample with a number of respondents as many as 55 people.

From the results of descriptive analysis shows that coaching, organizational commitment and employee performance are in the very good category. The research results partially showed that coaching affected employee performance by 12.2% and partially organizational commitment affected employee performance by 24.5%. The results of the study simultaneously showed that coaching and organizational commitment had a positive and significant effect on employee performance at the Telkom Bandung Pension Fund Office of 36.7% while the remaining 63.3% was influenced by other factors not examined in this study.

Keywords: Coaching, Organizational Commitment, Employee Performance, Human Resources