

## **ABSTRACT**

*An organization with good quality and competent human resources is an organization that has employees with good performance and also competence. The factors that affect employee performance including training and organizational commitment.*

*The purpose of this study was to determine the effect of training and organizational commitment on employee performances at Dinas PMPTSP Prov. Jawa Barat*

*The method used in this research are quantitative method with descriptive and causal analysis methods, then the analysis technique used is multiple linear regression, with the sampling technique using simple random sampling with 100 people who were used as respondents for data collection techniques by distributing questionnaires.*

*Based on the result and responses from respondents, the variables of training, organizational commitment and employee performance are at "High" level. The study also found that 94,8% was the effect of training and organizational on employee performance.*

*Suggestions that can be submitted refer to the result of this study for Dinas PMPTSP Prov. Jawa Barat is to improve the quality of methods and fulfillment of participant requirements for the next training. Increase normative commitment by emphasizing organizational assertiveness so that employees make the organization a basis for attitude. The last one is to evaluate the work tempo of employee so that work can be completed on time.*

***Keywords: Training, Organizational Commitment, Employee Performance.***