ABSTRACT

This research was conducted according to managerial performance achievement data of 3 (three) schools belong to Telkom Educational Foundation (TEF) in Bandung in the last 4 quarters in 2019 which tend to fluctuate. This happen due to the ups and downs of teacher performance in carrying out their duties which are influenced by several factors, which are reward system and organizational commitment. The objective of this research is to know and analyse reward system, organizational commitment and the performance of 120 teachers from SMA Telkom, SMK Telkom and SMK Tourism Telkom Bandung as well as knowing and analyzing the effect both partially and simultaneously between the two independent variables on the dependent variable.

The technique of data analysis which used in this research used descriptive analysis and multiple linier regression analysis with quantitative data types with the method of survey data collection. The source of data research was obtained from online based questionnaire distribution via google form. The sampling technique in this study is a Non-Probability Sampling type, by applying Quota Sampling in determining the number of populations to be used as the research sample,so the quantity of sample were 33 teachers from SMA, SMK and SMK Tourism Telkom Bandung.

According to the result of this research it is known that reward system and organizational commitment gave the negative impact on teacher's performance. Hypothesis test partially shown that reward system and organizational commitment didn't have a significant impact. Simoltaneous hypothesis testing also shows that the reward system and organizational commitment do not have a significant effect either.

Key Words : Reward System, Organizational Commitment and Teacher's Performance