

ABSTRACT

Quality human resources (HR) have an important role in the company. The data shows that the quality of human resources is still low due to unattainable company targets. This can be improved by providing motivation to employees. Increased motivation for each employee can foster commitment to the employee in the organization.

This study aims to determine the effect of motivation and organizational commitment on employee performance at PT Aswi Perkasa. The theoretical framework used in this study adopted the previous research conducted by Purnama et al. (2016). The independent variables used are motivation and organizational commitment. While the dependent variable used is performance.

The phenomena in this study were explored using descriptive and causal analysis methods. The analysis technique used is multiple linear regression. The sample used was random sampling of 114 respondents for data collection by distributing questionnaires.

The level of motivation and commitment of PT Aswi Perkasa employees is already good. The results of the analysis of the influence of motivation and organizational commitment show that these things are very influential on employee performance. Increased motivation and organizational commitment can be used as a very important foundation for improving employee performance.

The results of this study are expected to be used as an evaluation of the performance of employees at PT Aswi Perkasa. In addition, this research can be used as a direction in improving quality human resources (HR). Improving the quality of human resources (HR) can support the achievement of targets at PT Aswi Perkasa to remain competitive in the current era of global competition.

Keywords: Motivation, Organizational Commitment, Performance