

## **ABSTRACT**

*Police are often a public concern, especially regarding the performance of police officers. Polri believes that good performance can be obtained with good organizational commitment and with a career system that benefits its members. The National Police Officers of the Sub-Directorate of the Samapta Directorate are expected to have a good performance because of their position as the spearhead of implementing Polri's duties.*

*The objectives of the research are to find out how the organizational commitment and career system simultaneously and partially will affect the performance of the Bintara Polri Subditdalmas Direktorat Samapta Polda Metro Jaya. This research uses quantitative methods by applying descriptive research and causality. Sampling in this study was conducted using a probability sampling method with 88 respondents. The data analysis technique in this research is descriptive analysis and multiple linear regression analysis. The results showed that the employee's performance fell into the very good category. Organizational commitment is in a good category, and the career system is in a good category.*

*Based on the results of simultaneous hypothesis testing, it is known that organizational commitment and career system have a significant effect on the performance of the Bintara Polri Subditdalmas Direktorat Samapta Polda Metro Jaya. Meanwhile, based on partial hypothesis testing, organizational commitment and career system also have a significant effect on the performance of the Bintara Polri Subditdalmas Direktorat Samapta Polda Metro Jaya.*

**Keywords:** *Human Resource Management, Organizational Commitment, Career System, Performance*