

ABSTRACT

Witel West Sumatra is a branch of PT Telekomunikasi Indonesia for the West Sumatra region, which is responsible for customers, networks and problems found in the West Sumatra area. The purpose of this research is to find out and analyze the relationship between employees' dynamic abilities and innovative work behavior on company performance in Witel West Sumatra, either partially or simultaneously. This research uses a quantitative method with a descriptive research type. Sampling was carried out using non-probability sampling method, namely saturated samples, with a total of 50 respondents. The analysis technique used is descriptive analysis and multiple linear regression analysis.

Based on the results of simultaneous hypothesis testing, organizational commitment and innovative work behavior have a significant effect on employee performance at Witel West Sumatra. Based on the results of the partial hypothesis (t test) it is found that the variables of discipline and work motivation have a significant effect on the performance of employees at Witel West Sumatra. Based on the coefficient of determination, it was found that organizational commitment and innovative work behavior in West Sumatra Witel were able to explain employee performance by 23.2% and the remaining 76.8% were influenced by other factors not examined in this study.

Organizational commitment and innovative work behavior are in the very good category, but there are a number of items that can still be improved to produce even better performance such as employees who are expected to equate values with the company, high curiosity about work that is not understood, and the involvement of employees in activities that affect job evaluation.

Keywords: Commitment Organization, Innovative Work Behavior and Employee Performance.