

**THE INFLUENCE OF ORGANIZATIONAL COMMITMENT AND
ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE OF PT.
INDONESIAN MARITIME PENASCOP SUMATRA BRANCH**

ABSTRACT

By

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This research aims to test and analyze the influence of Organizational Commitment and Organizational Culture on PT Employee Performance. Indonesian Maritime Penascope Sumatra Branch. The population in this study were 129 employees of PT. Indonesian Maritime Penascope Sumatra Branch. The sample used in this research used the Slovin formula as many as 86 respondents. The research results show that the variable Organizational Commitment partially has a positive and significant effect on employee performance at PT. Indonesian Maritime Penascope Sumatra Branch. Organizational Culture partially has a positive and significant effect on Employee Performance at PT. Indonesian Maritime Penascope Sumatra Branch. The research results also show that Organizational Commitment and Organizational Culture simultaneously have a positive and significant effect on Employee Performance at PT. Indonesian Maritime Penascope Sumatra Branch. Meanwhile, based on the coefficient of determination (R²) of 0.882 or 88.2%. This shows that 88.2% of the influence can be explained by the independent variables (Organizational Commitment and Organizational Culture) on the dependent variable (Employee Performance), while the remaining 11.8% is explained by other variables not tested in this research.

Keywords: *Organizational Commitment, Organizational Culture and Employee Performance.*

**PENGARUH KOMITMEN ORGANISASI DAN BUDAYA ORGANISASI
TERHADAP KINERJA KARYAWAN PT. PENASCOP MARITIM
INDONESIA CABANG SUMATERA**

ABSTRAK

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Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Komitmen Organisasi dan Budaya Organisasi terhadap Kinerja Karyawan PT. Penascop Maritim Indonesia Cabang Sumatera. Populasi dalam penelitian ini adalah 129 karyawan PT. Penascop Maritim Indonesia Cabang Sumatera. Sampel yang digunakan dalam penelitian ini yaitu menggunakan rumus Slovin sebanyak 86 responden. Hasil penelitian menunjukkan bahwa variabel Komitmen Organisasi secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan di PT. Penascop Maritim Indonesia Cabang Sumatera. Budaya Organisasi secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan di PT. Penascop Maritim Indonesia Cabang Sumatera. Hasil penelitian juga menunjukkan bahwa Komitmen Organisasi dan Budaya Organisasi secara simultan berpengaruh positif dan signifikan terhadap Kinerja Karyawan di PT. Penascop Maritim Indonesia Cabang Sumatera. Sedangkan berdasarkan pada koefisien determinasi (R^2) sebesar 0,882 atau 88,2%. Hal ini menunjukkan bahwa 88,2% pengaruh yang dapat dijelaskan oleh variabel bebas (Komitmen Organisasi dan Budaya Organisasi) terhadap variabel terikat (Kinerja Karyawan), sedangkan sisanya 11,8% dijelaskan oleh variabel lain yang tidak diuji dalam penelitian ini.

Kata Kunci: Komitmen Organisasi, Budaya Organisasi dan Kinerja Karyawan.