

Work Motivation, Employee Engagement and Organizational Commitment as Determinants of Employee Performance

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Abstract

Background - Employees are an important asset for the company, because they contribute directly to achieving company goals through the resulting employee performance. If employee performance is low, it will affect and hinder the achievement of company goals. One indicator of employee performance is the quantity of work. One element of the quantity of work that is assessed is the achievement of targets imposed on employees. Employee performance is influenced by several factors. This research is important to determine the variables that are thought to influence employee performance, including work motivation, employee engagement and organizational commitment

Purpose - This research aims to determine and analyze the relationship between work motivation, employee engagement and organizational commitment and employee performance. After knowing the relationship, another goal is to find out and analyze the influence between . work motivation, employee engagement and organizational commitment to employee performance.

methodology - The research design uses quantitative research with descriptive and verification methods. Primary data was collected using field studies (questionnaires, interviews and observations), while secondary data was carried out through literature studies. Before the data is processed, a validity and reliability test is first carried out on the questionnaire instrument to be used as well as a classical assumption test. The number of samples used was 132 people. The analytical method used is regression analysis and hypothesis testing.

Findings - The research results show that the relationship between work motivation, employee engagement and organizational commitment and performance is very strong. Research also finds that work motivation, employee engagement and commitment have a positive effect on employee performance. The results of the hypothesis test show that the variables of work motivation, employee engagement and organizational commitment simultaneously and partially have a positive and significant effect on employee performance

Originality - It is hoped that this research will be able to provide input for companies to improve their performance by increasing work motivation, strengthening employee engagement and strengthening organizational commitment

Keywords: Employee Engagement, Employee Performance, Organizational Commitment, Work Motivation.
