

ABSTRACT

The purpose of this study was to find out and analyze organizational commitment and competency on employee performance, and the influence of these variables on improving employee performance at PT PLN (Persero) Implementation and Regulator Units West Java Distribution for both partial and simultaneous influence.

This research uses quantitative methods. The type of research is descriptive-causal. Sampling uses probability sampling methods. The number of samples is 51 people. The research data were analyzed using descriptive analysis and multiple linear regression analysis.

Based on the results of the partial hypothesis testing (t-test), it is was found that organizational commitment and competence had significant effect on employee performance. Based on the results of simultaneous hypothesis testing, organizational commitmen and competence have significant effect on employee performance, this evidenced by $F_{count} > F_{table}(42,343 > 3,191)$ with significance level of $0,000 < 0,05$. Based coefficient of determination, it was found that organizational commitment and competence affected employee performance by 63,8%.

The conclusion of this study is that improving the performance employees of PT PLN (Persero) Implementing and Regulator Units West Java Distribution can be achieved through a strategy to maintain the level of organizational commitment and employee competence as a significant determinant.

Keywords: Commitment, Competence, Performance.