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## The Influence Of Organizational Commitment On Employee Performance

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**Abstract.** *This study's objective is to assess the expenses and logistics coordinator for the kinerja karyawan hotel in Makassar. The respondent to this study is a hotel karyawan located in Makassar. Seberita 55 responden dilakukan antara Jumlah Responden Penelitian ini. The sampling process was conducted using the purposive sampling technique. The present study employed the regression analysis technique with SPSS as the backtesting software. Based on the collected data, it can be concluded that the parsimal kerja ketuasan has a significant impact on the kinerja of the hotel karyawan in Makassar. The organizing committee of the parsimal Komitmen di Makassar incurred a significant loss in terms of clientele. Kepuasan kerja dan komitmen organisasi secara simultan karyawan hotel kinerja di Makassar berpengaruh signifikan.*

**Keywords:** *Job Satisfaction, Organizational Commitment, Employee Performance.*

### INTRODUCTION

The overall performance of an organization is substantially influenced by the performance of its employees. Consequently, regular monitoring and evaluation of employee performance is critical for organizations. This can be accomplished via performance management, which consists of establishing objectives, delivering feedback, and assessing employee performance. Performance management encompasses a series of ongoing phases, which comprise performance planning, target establishment, performance monitoring, performance evaluation, and performance feedback. Performance management aims to increase employee engagement, align employee performance with organizational goals and objectives, and enhance employee performance. A precise comprehension of job duties, performance expectations, and performance standards is essential for effective performance management. In addition, the implementation of performance metrics and suitable evaluation methodologies is necessary. In addition to qualitative and quantitative indicators, performance metrics may consist of output, customer satisfaction ratings, and sales figures, in addition to communication, problem-solving, and collaborative aptitudes. Additionally, performance management entails providing employees with consistent feedback upon their progress. Positive or negative feedback is required to be specific, expeditious, and follow-up. While positive feedback has the potential to inspire and reinforce exemplary performance, negative feedback can assist employees in recognizing areas that require improvement and formulating strategies to rectify them.

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There has been a notable transition towards a more comprehensive approach to performance management in recent times. This strategy places greater emphasis on sustainable development and construction than on an annual performance review. Furthermore, it acknowledges that employee well-being and engagement can have a substantial influence on employee performance. Effective performance management is essential for increasing employee engagement, aligning employee performance with organizational goals and objectives, and enhancing employee performance, which is a critical component of an organization's overall success. Organizations can foster a culture that supports their strategic objectives and excellence in employee development and engagement through the implementation of several practices: establishing explicit performance expectations, providing consistent feedback, and motivating personnel development. Drawing from the findings of the aforementioned issue, this study seeks to examine the variables that influence employee performance. These elements consist of employee commitment and organizational satisfaction. The anticipated outcome of this study is that organizations will utilize it as a benchmark when developing and maintaining policies to enhance employee performance. Such policies are critical to the future success and viability of the organization.

## **LITERATURE REVIEW**

### **Employment Satisfaction**

Employment satisfaction is the general attitude towards employment of employees or individuals that shows the difference between the amount of performance/reward received by employees and the amount they believe they should receive (Moridu, 2023). (Moridu, 2023). Job satisfaction is a condition in which an employee loves his job and feels at the same time comfortable at work.

### **Organizational Commitment**

Organizational Commitment Organizational commitment is the degree to which an employee believes or chooses to accept the objectives of an organization or company so that it stays or leaves the organization (Kune, 2019). Organizational commitment is part of an important behaviour that can be used to determine the employee's tendency to survive as a member of the organization. (Rahman, 2019). Organizational commitment is the emotional attachment of a person in an organization to defend himself in achieving a goal.

### **Employee Performance**

Employee performance is the result produced by a certain job function or activities at

a particular job during a certain period of time, which shows the quality and quantity of such work (Adhari, 2020). Employees performance is a result of work in terms of quality and the quantity achieved by an employee in carrying out his work. (Mangkunegara, 2012).

## Hypothesis development

### Impact of Job Satisfaction on Employee Performance

Job satisfaction is a condition in which an employee loves his job and feels at the same time comfortable at work. Job satisfaction affects employee performance in the organization, therefore it is important for the organization to pay attention to employee satisfaction.

H1: Job satisfaction has a positive impact on employee performance

### Impact of Organizational Commitment on Employee Performance

Organizational commitment is part of a critical behavior that can be used to determine an employee's tendency to remain a member of the organization. (Mowday dkk, 1982). Organizational commitment is the emotional attachment of a person in an organization to defend himself in achieving a goal. Several previous studies have confirmed that organizational commitment has a positive impact on employee performance.

H2: Organizational commitment has a positive impact on employee performance

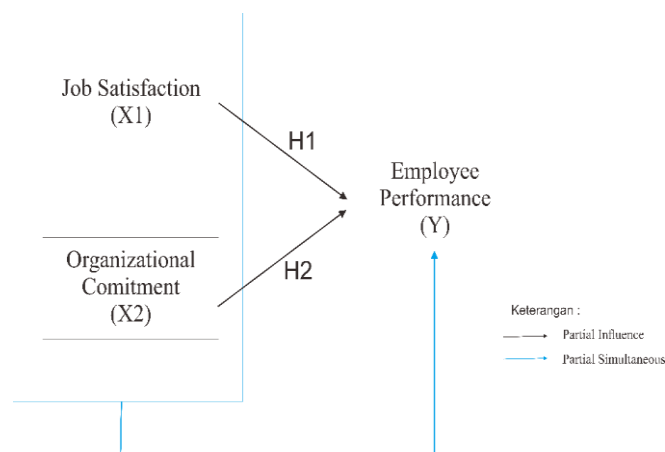
### Impact of Job Satisfaction and Organizational Commitment on Employee Performance

Employee performance is the quality and quantity of work achieved by an employee in carrying out his or her work (Mangkunegara, 2012). Employees performance is a work achievement of a person in performing tasks entrusted to him based on competence, experience, skill and time. (Hasibuan, 2016).

H3: Job satisfaction and organizational commitment have a positive impact on employee performance.

## Research Model

The model in this study is used to look at the partial and simultaneous direct influence of each variable in the study:



## RESEARCH METHOD(S)

This study's sample consisted of Makassar hotel employees. The process of gathering data employs a survey design utilizing a questionnaire. Purposive sampling is a technique used in sampling. SPSS 26 data analysis utilizing double linear regression follows.

## FINDINGS AND DUSCUSSION

### Results of Reliability Tests

A reliability test assesses the consistency and stability of the measuring instrument, ensuring that repeated measurements yield a result that is relatively stable (Ghozali, 2018). One can ascertain the reliability of a questionnaire through the examination of its Cronbach Alpha value. A Cronbach's alpha value of less than or equal to 0.6 (equivalent to 60% reliability) indicates that the questionnaire can be considered reliable. Consider Ghozali (2018).

**Table 1.** Results of Reliability Test

Variable	Cronbach Alpha	Cut Of Value	Description
Job Satisfaction (X <sub>1</sub> )	0,831	≥ 0,60	Reliable
Organizational Commitment (X <sub>2</sub> )	0,822	≥ 0,60	Reliable
Employee performance (Y)	0,837	≥ 0,60	Reliable

Source: Processed data, 2023.

The study's variables, namely Job Satisfaction (X<sub>1</sub>), Organizational Commitment (X<sub>2</sub>), and Employee Performance (Y), all meet the criterion of Reliable Acceptance (60%) as indicated by significance values below the predetermined threshold of 0.60.

### Results of the Hypothesis Test

#### T statistical test (partial test)

The t statistical test determines how much effect an explanatory or independent variable has on explaining changes in the dependent variable. In this study, the t test was utilised to assess the impact of Job Satisfaction (X<sub>1</sub>) and Organizational Commitment (X<sub>2</sub>) on Employee Performance (Y). A significance score of < 0.05 (5%) indicates that the independent variable has a substantial influence on the dependent variable, and vice versa (Ghozali, 2018).

**Table 2.** t Test Results (Partial Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constant)	5.825	1.817		3.207	0.02
Job Satisfaction (X <sub>1</sub> )	.636	.130	.609	4.911	.000

Organizational Commitment (X <sub>2</sub> )	.490	.165	.471	.2.980	.005
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*a. Dependent Variable: Employee performance (Y)*

**Source:** Processed data, 2023.

According to Table 4, Job Satisfaction (X<sub>1</sub>) has a significant influence on Employee Performance (Y) at a level of 0.000, which is less than 0.05 (5%). Organizational Commitment (X<sub>2</sub>) has a significant influence on employee performance (Y) at a significance level of 0.005, which is less than 5%.

### **F statistical test (simultaneous test)**

The F statistical test measures the extent to which the explanatory or independent variables combined explain changes in the dependent variable. In this study, the F test is utilised to assess the impact of Job Satisfaction (X<sub>1</sub>) and Organisational Commitment (X<sub>2</sub>) on Employee Performance (Y). A significance score of < 0.05 (5%) indicates that the independent factors have a substantial influence on the dependent variable simultaneously, and vice versa (Ghozali, 2018).

Based on the findings of hypothesis testing as reported in Tables 4 and 5, the discussion is as follows:

#### **1. Job Satisfaction has a significant impact on employee performance.**

The outcomes of this study indicate that job satisfaction has a major impact on employee performance. This demonstrates that satisfied employees perform well in the organisation, whereas dissatisfied employees perform poorly. As a result, organisations must be able to maintain and improve employee job satisfaction in order to maintain and improve employee performance. Job satisfaction is when a person enjoys his job and feels at ease at work. Employee job satisfaction has an impact on organisational performance, thus organisations must pay attention to it.

#### **2. Significant effect on employee performance.**

The outcomes of this study indicate that organisational commitment has a major impact on staff performance. This demonstrates that good and strong organisational commitment will increase employee performance in the organisation; thus, organisations must be able to maintain and improve organisational commitment so that employee performance can be maintained and improved on a regular basis. Organisational commitment is an important behaviour that may be used to predict an employee's likelihood of remaining with the organisation (Mowday et al., 1982). Organisational Commitment is a person's emotional connection to an organisation that allows them to stay focused on attaining a goal. Several prior research have shown that organisational commitment has a favourable impact on staff performance.

#### **3. Job Satisfaction and Organizational Commitment Have a Significant Influence on**

### **Employee Performance**

The findings from this research show that Job Satisfaction and Organizational Commitment have a significant effect on employee performance. This proves that employees who are satisfied at work and have Organizational Commitment will be able to increase employees in the organization, therefore it is important for organizations to be able to continue to maintain and improve Job Satisfaction and maintain Organizational Commitment so that employee performance can continue to be maintained and improved. Employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his work (Mangkunegara, 2012). Employee performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, seriousness and time (Kune, 2022). Employee performance is greatly influenced by the organization's internal environment, which generally includes employee satisfaction and organizational commitment. Several previous studies show that employee satisfaction and Organizational Commitment have a positive influence on increasing employee performance in the organization.

### **CONCLUSION AND RECOMMENDATION**

Based on the above-mentioned study and debate, it is possible to conclude:

1. Job happiness has a substantial impact on employee performance. The greater a person's Job Satisfaction, the better the employee performance, since the employee is content with his job and performs it well.
2. Organisational commitment has a substantial impact on employee performance. The stronger the Organisational Commitment, the greater the effect on employee performance, since workers believe the organisation is committed to its people.
3. Job satisfaction and organisational commitment have a substantial impact on employee performance. The higher the employee's job satisfaction and organisational commitment, the greater the influence on employee performance. This is because employees feel satisfied and comfortable when working in the organisation, and the organisation has a strong commitment to its employees, resulting in increased employee performance.

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