

THE EFFECT OF EMPLOYEE COMPETENCY AND
ORGANIZATIONAL COMMITMENT ON JOB PERFORMANCE IN PT.
AYARI PERSADA



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INTERNATIONAL BUSINESS MANAGEMENT
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WIDYA MANDALA CATHOLIC UNIVERSITY
SURABAYA
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TITLE PAGE

**THE EFFECT OF EMPLOYEE COMPETENCY AND
ORGANIZATIONAL COMMITMENT ON JOB PERFORMANCE
IN PT. AYARI PERSADA**

THESIS

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BUSINESS FACULTY
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for the Economy Bachelor Degree
International Business Management Degree

BY :

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IN PT. AYARI PERSADA**

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PREFACE

Praise and thanks to the Lord Jesus Christ for all of His guidance, mercy, and wisdom during the final task of this thesis. Writing the final project under the heading "The Effect of Employee Competency and Organizational Commitment On Job Performance in PT. Ayari Persada" to meet the completion requirements of the S-1 Major Education Program International Business Management Faculty of Business Catholic University Widya Mandala Surabaya. The final preparation of the final report will not work properly without the help, guidance, and support from various parties. Therefore, the authors would like to say thank you to :

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The author realizes that in this thesis are still many shortcomings, therefore criticism and constructive suggestions for improvements are expected for this thesis. Hopefully this paper can provide benefits and add insight to readers.

Surabaya, 2018

Researcher,

(WILLY ROCKY JAYATA K)

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ABSTRAK

Penelitian ini dilakukan untuk menganalisis kinerja karyawan. Penelitian ini menguji dampak dari kompetensi karyawan terhadap kinerja karyawan dengan mediasi komitmen organisasional. Responden penelitian ini adalah 50 karyawan dari PT. Ayari Persada. Penelitian ini menggunakan analisis Regresi berganda sebagai teknik analisis data. SPSS adalah alat statistik yang digunakan untuk mengolah data. Hasil penelitian menunjukkan bahwa kompetensi karyawan berpengaruh terhadap kinerja karyawan. Di sisi lain kompetensi karyawan juga turut serta dalam menumbuhkan komitmen organisasional para karyawan. Komitmen organisasional juga turut mempengaruhi kinerja karyawan. Namun komitmen organisasional tidak memediasi hubungan antara kompetensi karyawan dan kinerja karyawan.

Kata kunci: Employee Competency, Organizational Commitment, Job Performance.

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ABSTRACT

This research was conducted to analyze the performance of the rich. This study examines the impact of employee competency on employee performance with mediation of organizational commitment. Respondents of this research are 50 employees of PT. Ayari Persada. This research uses multiple regression analysis as data analysis technique. SPSS is a statistical tool used to process data. The results showed that employee competency has an effect on employee performance. On the other hand the employee competency also participated in growing organizational commitment of employees. Organizational commitment also affects employee performance. But organizational commitment does not mediate the relationship between employee competency and employee performance.

Keywords: Employee Competency, Organizational Commitment, Job Performance.