

ABSTRAK

Koperasi beroperasi secara legal di Indonesia sebagai organisasi yang mengelola iuran anggota untuk memenuhi kebutuhan anggotanya. Kelompok semacam ini dapat dibentuk dengan keanggotaan wajib dan sukarela, dan hal ini sangat umum di Indonesia. Temuan bertujuan untuk menganalisa pengaruh pemberdayaan dan komitmen organisasional terhadap kinerja anggota Koperasi Aneka Bakti. Sampel pada penelitian ini sejumlah 125 responden, strategi pengambilan sampel yang memanfaatkan pengambilan sampel probabilitas disebut pengambilan sampel bertujuan. data yang diperoleh dari jawaban survei pada skala Likert oleh responden. Hasil penelitian regresi linier berganda yaitu : $Y = 3,600 + 0,997X_1 + 0,928X_2 + e$. Menurut temuan penelitian, komitmen organisasi dan pemberdayaan anggota memiliki dampak ganda terhadap seberapa baik kinerja anggota Koperasi Aneka Bakti.

Kata kunci: Pemberdayaan, Komitmen Organisasional, Kinerja

ABSTRACT

Cooperatives in Indonesia are basically legal organizations that manage funds from their members to serve the demands of the other participants. In Indonesia, this type of organization is typical and may be established as long as it is seen as either mandatory or voluntary. This study's objective is to ascertain how the Aneka Bakti Cooperative's performance is impacted by organizational commitment and member empowerment. The sample in this study consisted of 125 respondents, and it was selected using random sampling and a purposive selection strategy. data acquired from survey replies on a Likert scale by respondents. The findings of the analysis of multiple linear regression were $Y = 3.600 + 0.9971X_1 + 0.9282X_2 + e$. According to this study's findings, organizational dedication and member empowerment both partially and simultaneously affect the performance of Aneka Bakti Cooperative members.

Keywords: Empowerment, Organizational Commitment, Performance