

ABSTRAK

Job performance occurs due to organizational commitment and human resource development factors. Employee commitment is something that needs to be maintained because as employees must have a commitment to keep working optimally so that work performance is achieved. Human resources also need to be developed with the aim of increasing the ability of skills and aims to create employee work performance. A total of 70 employees of PT. Promiba Mutu Salatiga is used as population and sample. Saturated samples are used as a sampling technique. Questionnaires were distributed and respondents' answers were analyzed with multiple linear regressions. The results found variable organizational commitment and human resource development have a partial and simultaneous influence on the variable work performance of employees of PT. Promiba Mutu in Salatiga.

Keywords: *Organizational Commitment, Human Resource Development, Employee work Performance*

ABSTRAK

Prestasi kerja terjadi dikarenakan faktor komitmen organisasi dan pengembangan sumber daya manusia. Komitmen karyawan menjadi sebuah hal yang perlu dipertahankan karena sebagai karyawan harus memiliki komitmen untuk tetap bekerja secara maksimal agar prestasi kerja tercapai. Sumber daya manusia juga perlu dikembangkan dengan tujuan meningkatkan kemampuan skill serta bertujuan untuk menciptakan prestasi kerja karyawan. Sebanyak 70 karyawan PT. Promiba Mutu Salatiga dijadikan populasi dan sampel. Sampel jenuh dijadikan sebagai teknik pengambilan sampel. Kuesioner disebar dan hasil jawaban responden dianalisis data dengan regresi linier berganda. Hasil ditemukan variabel komitmen organisasi dan pengembangan sumber daya manusia memiliki pengaruh secara parsial dan simultan pada variabel prestasi kerja karyawan PT. Promiba Mutu di Salatiga.

Kata kunci : Komitmen Organisasi, Pengembangan Sumber Daya Manusia, Prestasi Kerja Karyawan