

## The Influence of Organizational Commitment on Employee Performance in Working Students

Diah Ayu Septiani<sup>1</sup>, Yudi Kristanto<sup>2</sup>, Taryanto<sup>3</sup>

<sup>1,2,3</sup>Fakultas Bisnis dan Teknologi Universitas Pertiwi Bekasi

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### Abstract

*The purpose of this research is to determine the effect of organizational commitment on employee work performance among Working Students. The research method used is a quantitative method. Data was collected using a survey method, using a questionnaire. The sample taken consisted of 66 respondents. The results of these measurements showed that statistical calculations obtained a correlation coefficient of  $r = 0.514$  and a coefficient of determination of  $R = r^2 = 0.265$ . Testing the significance of the correlation obtained  $t_{count} (4,800) > t_{table} (1,670)$  at  $\alpha = 0.05$ , this shows that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between Organizational Commitment and Employee Performance can be accepted. This means that the higher the Organizational Commitment, the higher the Employee Performance will be.*

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### Corresponding Author:

Diah Ayu Septiani

Universitas Pertiwi Bekasi

Email: [20120096@pertiwi.ac.id](mailto:20120096@pertiwi.ac.id)

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## 1. INTRODUCTION

In modern times, such as the current era of globalization that is currently being experienced, Human Resources has become a very important main point for an organization or company. This is because all types of potential and resource capabilities possessed by humans, if managed properly, will be the main key in achieving success in an organization, in order to realize a common goal, this can be done in various ways, including whether in a personal or individual way or within the organization itself. Apart from that, human resources can determine the fate of an organization in the future. *Every organization or company will certainly have different functions and ways of developing. This needs to have a strong and solid foundation or root of commitment which aims to carry out existing activities and systems within an organization or company so that it can continue to develop.*

In a good organization there will definitely be people who have a highly committed spirit towards the organization. Having a tendency or partiality for something because you feel like you have a feeling and attachment to something, whether it's a job promise or something else, can be used as evidence that a person has a spirit of commitment. In other words, commitment can describe a sense of responsibility for everything. The better the achievements of an organization, the higher the commitment value that each individual in the organization has with what is committed. The relationship between human resources and performance is something that cannot be separated, *Performance itself is part of a function of drive and ability. In other words, performance is a result obtained in work that has been obtained by an employee that has been given to him. In order to realize the goals of a company, usually every company will try as much as possible to always improve the performance of each of its employees. The participation of each employee member in the organization will be very vital, if this is carried out with effective and correct actions.*

Karawang is a district in West Java province. In the past, the city of Karawang was famous as a rice barn, but over time Karawang has now become an industrial city. This

industrial area is spread across several sub-districts. Apart from the many industrial areas, the city of Karawang also has various state and private universities. Pertiwi University is one of the private universities in the Karawang area which can be used as a place to gain knowledge for Karawang people who intend to study while working, because Pertiwi University has a hybrid learning method (online and offline) and also has flexible lecture hours so that Students can manage their work and study time. It is difficult to do two activities at once, for example studying and working at the same time. Students who choose to work while studying must accept more challenging roles than those who choose not to work.

It is commonplace that students who study while working provide many benefits and advantages, such as higher salaries, work experience and independence, but on the other hand there are also disadvantages, such as having to face problems in everyday life both in terms of studying or work simultaneously. Other impacts include, employees will realize that the work they have done so far is meaningless, resulting in reduced enthusiasm for work, which results in a decline in personal quality, such as often being late for work, and getting tired easily both mentally and physically. Based on the results of an interview at one of the companies in Karawang together with HR staff, it was said that there were several companies that informed their employees that the company did not allow their employees to study while working. This is not without reason, because some companies are afraid that they will not allow their employees to work while studying because they are afraid that the company will not be able to meet production targets, which is caused by these employees being negligent or often absent or even many employees who don't want to. if asked to do overtime for reasons of being busy at college.

Based on the results of temporary polls and interviews conducted by the author with several working students at Pertiwi University using Google Form, several problems were found, 18 of the 30 working students found the results in the form of students who would not remain at their current company if they graduated later or in other words Others will leave their company after successfully completing their education with the aim of getting the job they desire, apart from that because they are not supported by their company. Meanwhile, the remaining 12 people stated that they would continue to serve their current company. With the condition that those who stay must be given a promotion or rank from their previous position. However, if it turns out that there is no change in position or rank from before, they will leave the company and look for another suitable job. Apart from that, there are also quite a few students who leave the company for various reasons as a result of the students not being able to manage their time between studying and working. Other examples are usually related to different company working hours systems which result in clashes between lecture hours and working hours, frequent refusals when asked for overtime, besides that there are quite a few students who study in secret because these students are not supported by the company, in this situation the student's commitment is tested whether the student will remain committed to the organization with or without support from the company where the student works which will affect the student's performance.

Other problems were also discovered *11 out of 30 respondents said that the level of commitment in their company was still low. Low organizational commitment between employees and the company can also have an impact on employee performance. Low levels of organizational commitment can also reduce employee performance and can also hinder the progress of the organization.*

## 2. LITERATURE REVIEW

It is not a taboo thing for Human Resources Management to be able to provide the maximum possible work results for the organization or company from a further management perspective and it is hoped that in the long and short term it can also have a positive influence on the value of the company (company). value). Human resources are the main key holder as well as a very vital asset and function as a main factor in carrying out all activities within an organization or company, therefore everything must be managed properly using a good system in terms of Resource Management. Human (HRM). According to Sutrisno (2016: 7) defines that "human resource management is the activities of planning, procurement, development, maintenance and use of human resources to achieve goals both individually and organizationally". The goals of human resource management according to Yusuf (2015: 35) are 1) social goals, 2) organizational goals, 3) functional goals 4) individual goals.

An organization is an association consisting of a group or a handful of people who work together to help each other to realize a certain goal of the association. Apart from that, organizations can also be of various types, ranging from government, business, social, educational organizations to non-formal organizations such as clubs or certain communities without limitation. In general, organizations have defined roles, structures, responsibilities, roles and goals, as well as processes used to achieve these goals. Organizational structure includes hierarchy, which is how power and responsibility are distributed among organizational members. Organizational goals are the results to be achieved, and are often formally defined in the organization's mission or vision. According to Scott in Budihardjo (2014: 18), it is quoted that "An organization is seen as a group of people who have a common interest in the survival of the organization, which is why they involve themselves in joint activities within the organization and form an informal structure."

Organizational commitment is considered to be a very important indicator for achieving success in organizational goals. Organizational commitment is a very strong desire, self-confidence to try hard to always be part of a particular organization. strong desire to remain as a member of the organization. This is meant to be part of an attitude that describes a form of loyalty to an organization. According to Robbins (2015: 70) defines organizational commitment as the extent to which an employee identifies with a particular organization and maintains his or her membership in the organization. According to Mcshane and Van Glinow's opinion in Wibowo's book (2016: 430), they state that seeing organizational commitment is used as a form of loyalty to the organization, through several steps or methods that can be used to create organizational commitment, namely: 1) Justice and support. (Fairness and support), 2) Shared values, 3) Trust (trust), 4) Organizational Comprehension (understanding of the organization) and 5) Employee Involvement (worker involvement). There are three dimensions for measuring organizational commitment explained according to Busro (2018: 86), namely 1) Affective Commitment Indicators, 2) Continuous Commitment Indicators, and 3) Normative Commitment Indicators.

Employee performance is so vital that it is used as reference material in the form of assessing the quality of an employee in order to stabilize the productivity of all employees in the company. Siswanto (2015: 11) stated that "the achievements achieved by a person in carrying out the work and tasks given to him are called employee performance". In general, employee performance is a result of the work obtained by an employee during work, which can be seen in terms of quantity and quality in order to carry out the work in accordance with the burden that has been given to each employee. According to Gomes in Jannah et al (2014), there are things that need to be considered in order to measure employee performance both in terms of criteria and dimensions or criteria, these include 1) Quantity

of work, 2) *Quality of work*, 3) *Job knowledge*, 4) *Creativeness*, 5) *Cooperation*, 6) *Dependability*, 7) *Initiative*, 9) *Personal quality*.

### 3. RESEARCH METHOD

The design used in this research is a quantitative analysis method, Data was collected using a survey method using a questionnaire. Based on the opinion expressed by Sugiyono (2015: 8), quantitative research methods are "research methods based on the philosophy of positivism, which are used to research certain populations or samples. Sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical in nature with the aim of testing predetermined hypotheses." In this research, the analysis was carried out according to the statistical method used using the data obtained from the sample. This means that both descriptive research and associative research in this research will be analyzed using statistical methods. The measurement scale used is a 1-5 Likert scale.

A group of people in a certain event or also everything that has a certain character is called a population. Meanwhile, a handful or several members selected from a population are part of a sample. In this study, the population was 330 working students studying at Pertiwi University Karawang. According to Arikunto (2017: 173), if the population studied is less than 100, the sample must be taken using the population sampling method. The meaning of sampling population itself is that it is a sample taken by taking everything from the population. However, if the population is more than 100 then the sample that will be taken is 10%-15% and 20%-25. Therefore, the sample taken for this research was 66 working students studying at Pertiwi University Karawang.

### 4. RESULTS AND DISCUSSION

#### Descriptive statistics

The naming of each variable is based on each class, namely Organizational Commitment (X) and Employee Performance (Y). Each data on each variable is described using descriptive statistical techniques which include maximum value, minimum value, range of numbers, average value, median value, mode value, standard deviation value, score variance, and frequency distribution table and histogram. paying attention to the distribution of data in graphical form, this is used to describe the variables in each data one by one.

#### Validity test

Based on the results of validity testing of the variable The results obtained from the 10 questions found that there were 10 questions that were not dropped or in other words all the questions were valid. Then on The results of validity testing of the variable Y instrument were carried out on 66 respondents who were used as a trial on the 10 questionnaire questions. The results obtained from the 10 questions found that there were 10 questions that were not dropped or in other words all the questions were valid.

#### Reliability Test

Based on the results of testing the reliability of variable Thus, this shows that the data for variable X is reliable, which means that the questions are reliable or consistent if tested repeatedly. Then, in the results of the reliability testing for variable Y, it was found that  $\alpha = 0.760$  was greater than 0.60. Thus, this shows that the data for variable Y is reliable, which means that the questions are reliable or consistent if tested repeatedly.

#### Normality test

In the test results on the lilifors normality of variable Thus, this states that the numerical data for variable Then, in the results of testing the normality of variables Y, it

was found that  $L_{count} = 0.04$  was smaller than  $L_{table} = 0.11$ . Thus, this states that the data on the numbers for variable Y come from a normally distributed population, which simply means that the analysis requirements for this variable are met.

**Homogeneity Test**

In the results of statistical calculations obtained from the homogeneity of variance test, the figure for Employee Performance (Y) on Organizational Commitment (X) was obtained,  $F_{count} (1.85) < F_{table} (1.88)$  at  $\alpha = 0.05$ , the result is that the variance of Y over X is homogeneous.

**Correlation Test**

		X	Y
X	Pearson Correlation	1	,514**
	Sig. (2-tailed)		,000
	N	66	66
Y	Pearson Correlation	,514**	1
	Sig. (2-tailed)	,000	
	N	66	66

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.514a	,265	,253	4,113

a. Predictors: (Constant), organizational commitment  
 Source: researcher SPSS data (2024)

The calculation results listed above also show that the correlation coefficient is  $r = 0.514$  and the coefficient of determination is  $R = r^2 = 0.265$ . The calculation results show that testing the significance of the correlation resulted in  $t_{count} (4,800) > t_{table} (1,670)$  on  $\alpha = 0.05$ , this means that the correlation coefficient results are significant.

**T test**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	26,958	2,628		10,260	,000
	Organizational commitment	,378	,079	,514	4,800	,000

a. Dependent Variable: employee performance  
 Source: researcher SPSS data (2024)

Based on the test results above,  $t_{count} (4,800) > t_{table} (1,670)$  is obtained  $\alpha = 0.05$ , indicating that the correlation coefficient is significant. Then the results of

statistical calculations obtained a correlation coefficient of  $r = 0.514$  and a coefficient of determination of  $R = r^2 = 0.265$ . Therefore, the results of the research hypothesis which states that there is a relationship between Organizational Commitment and Employee Performance can be accepted. In other words, it can be interpreted that the higher the Organizational Commitment, the higher the Employee Performance will be.

**F test**

**ANOVAa**

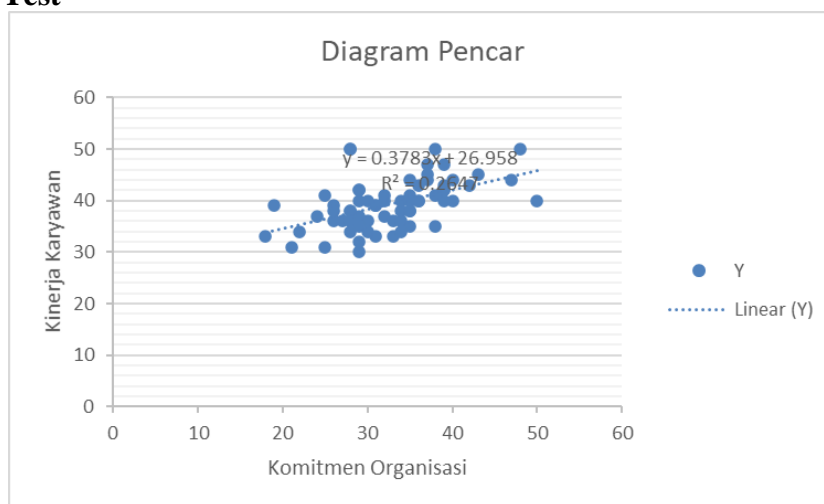
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	389,783	1	389,783	23,037	,000b
	Residual	1082,883	64	16,920		
	Total	1472.667	65			

- a. Dependent Variable: Employee performance
- b. Predictors: (Constant), Organizational commitment

Source: researcher SPSS data (2024)

Based on these results, the number  $F_{count} (23.04) > F_{table} (7.08)$  is obtained  $\alpha = 0.01$ . Thus, this shows that the regression equation model is significant. In the linearity test results,  $F_{count} (0.81) < F_{table} (1.79)$  was obtained  $\alpha = 0.05$ . Based on all the results that have been obtained, a conclusion can be drawn that these results show that the regression equation is linear.

**Regression Test**



Source: researcher's primary data (2024)

The regression equation obtained is  $\hat{Y} = 26.958 + 0.378X$ . Every one unit increase in the Organizational Commitment (X) figure will be followed by an increase in the Employee Performance figure of 0.378 with a constant of 26.958.

**Coefficient of Determination Test**

Based on the results of the coefficient of determination, the figure obtained is 0.265, this shows that 26.5% of the variation in Employee Performance can be explained by variations in Organizational Commitment and the remaining 73.5% is determined by other factors outside of Organizational Commitment.

**5. CONCLUSION**

Based on the results of the data description analysis obtained, it can be concluded that the Organizational Commitment variable is in good condition, and the Employee Performance variable is also in good condition. In the results of statistical calculations, the

correlation coefficient was obtained, namely  $r = 0.514$  and the coefficient of determination was  $R = r^2 = 0.265$ . For the results of the significance test on correlation, the results obtained are  $t_{count} (4,800) > t_{table} (1,670)$  in  $\alpha = 0.05$ , indicating that the correlation coefficient is significant. Therefore, the hypothesis in this research which states that there is a relationship between Organizational Commitment and Employee Performance can be accepted. In other words, it can be explained that the higher the Organizational Commitment, the higher the Employee Performance will be. Meanwhile, the coefficient of determination of 0.265 indicates that 26.5% of the variation in employee performance can be explained by variations in Organizational Commitment, the remaining 73.5% is determined by other factors outside Organizational Commitment.

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