

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh profesionalisme, komitmen organisasi dan penilaian kinerja terhadap semangat kerja karyawan PT. Kewalram Indonesia. PT. Kewalram Indonesia adalah perusahaan yang bergerak dibidang industri tekstil. Perusahaan yang berbentuk Perseroan Terbatas . Subjek penelitian adalah karyawan PT. Kewalram Indonesia pada departemen pemintalan divisi TFO (*Twist For One*) dengan jumlah sampel sebanyak 80 orang karyawan. Analisis data yang digunakan menggunakan analisis regresi linier berganda, analisis korelasi berganda, uji F, uji t koefisien determinasi simultan dan koefisien determinasi parsial.

Hasil penelitian menunjukkan bahwa terdapat pengaruh dan signifikan antara profesionalisme, komitmen organisasi dan penilaian kinerja terhadap semangat kerja karyawan di PT. Kewalram Indonesia. Besar pengaruh profesionalisme, komitmen organisasi dan penilaian kinerja terhadap semangat kerja karyawan secara simultan adalah sebesar 83,9%. Sedangkan secara parsial, pengaruh profesionalisme terhadap semangat kerja karyawan sebesar 5,7%, pengaruh koimtmn organisasi terhadap semangat kerja karyawan sebesar 11,7%, dan pengaruh penilaian kinerja terhadap semangat kerja karyawan sebesar 66,5%.

**Kata Kunci: Profesionalisme, Komitmen Organisasi, Penilaian Kinerja, Semangat Kerja Karyawan**

## **ABSTRACT**

*This study aims to determine the effect of professionalism, organizational commitment and performance appraisal on the morale of the employees of PT. Kewalram Indonesia. PT. Kewalram Indonesia is a company engaged in the textile industry. Limited liability company. Research subjects were employees of PT. Kewalram Indonesia in the spinning department of the TFO (Twist For One) division with a total sample of 80 employees. Analysis of the data used using multiple linear regression analysis, multiple correlation analysis, F test, t test simultaneous determination coefficient and partial determination coefficient.*

*The results showed that there was an influence and significant between professionalism, organizational commitment and performance appraisal on employee morale at PT. Kewalram Indonesia. The influence of professionalism, organizational commitment and performance appraisal on employee morale simultaneously was 83.9%. While partially, the effect of professionalism on employee morale was 5.7%, the effect of organizational coordination on employee morale was 11.7%, and the effect of performance appraisal on employee morale was 66.5%.*

**Keywords:** *Professionalism, Organizational Commitment, Performance Appraisal, Employee Morale*

## **MOTTO HIDUP**

*Live your life, live it right. Be different, do different things.*

-Kendrick Lamar-

*Don't easily give up, all will be beautiful in time when we sincerely run it.*

-Syafrizal Achmad Ali Akbar-