

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh Komitmen Organisasi dan Kerjasama Tim Terhadap Kinerja Karyawan Pada Dinas Sosial Kabupaten Subang. Permasalahan yang mendasari penelitian ini adalah belum optimalnya kinerja karyawan, yang diduga disebabkan oleh kurangnya komitmen organisasi dan kerjasama tim. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Teknik pengambilan sampel *menggunakan non-probability sampling* dengan jenis *incidental sampling*, melibatkan 72 responden. Analisis data dilakukan dengan uji validitas dan reliabilitas, regresi linier berganda, korelasi berganda, koefisien determinasi, dan uji hipotesis menggunakan SPSS. Hasil penelitian menunjukkan adanya pengaruh positif dan signifikan antara komitmen organisasi dan kerjasama tim terhadap kinerja karyawan. Secara simultan, komitmen organisasi dan kerjasama tim mempengaruhi kinerja karyawan sebesar 65,5%. Secara parsial, komitmen organisasi berkontribusi 39,4% dan kerjasama tim berkontribusi 26% terhadap kinerja karyawan. Variabel komitmen organisasi memberikan kontribusi dominan dalam meningkatkan kinerja karyawan. Kesimpulannya, komitmen organisasi memiliki peran penting dalam meningkatkan kinerja karyawan di Dinas Sosial Kabupaten Subang. Rekomendasi bagi perusahaan adalah untuk memperhatikan faktor-faktor ini guna meningkatkan kinerja karyawan. Hasil penelitian ini juga berkontribusi pada pengembangan sumber daya manusia dengan memperkuat temuan sebelumnya.

Kata Kunci: Komitmen Organisasi, Kerjasama Tim, Kinerja Karyawan.



ABSTRACT

This study aims to analyze the influence of Organizational Commitment and Teamwork on Employee Performance at the Social Service Department of Subang Regency. The underlying problem of this research is the suboptimal employee performance, which is thought to be caused by a lack of organizational commitment and teamwork. The research method used is descriptive and verification with a quantitative approach. The sampling technique used is non-probability sampling with the type of incidental sampling, involving 72 respondents. Data analysis was performed by testing validity and reliability, multiple linear regression, multiple correlation, coefficient of determination, and hypothesis testing using SPSS. The results showed that there is a positive and significant influence between organizational commitment and teamwork on employee performance. Simultaneously, organizational commitment and teamwork influence employee performance by 65.5%. Partially, organizational commitment contributes 39.4% and teamwork contributes 26% to employee performance. The organizational commitment variable makes a dominant contribution to improving employee performance. In conclusion, organizational commitment has an important role in improving employee performance at the Social Service Department of Subang Regency. The recommendation for the company is to pay attention to these factors in an effort to improve employee performance. In addition, the results of this study contribute to the development of human resources by strengthening previous findings.

Keywords: Organizational Commitment, Teamwork, Employee Performance

