

## SUMMARY

Okto Abrivianto P, 2013, **Effect of Work Motivation and Organizational Commitment on Employee Performance** (Studies in the human resources department employee of PT. Arthawenasakti Gemilang Malang) ), Prof. Dr. Bambang Swasto, MA, Dr. Hamidah Nayati Utami, S.Sos, Msi.

Human resources is a very valuable capital because operational activities of company is run by humans. The success of the performance of an employee in a job field is determined by several factors such as organizational commitment and work motivation. From the description above, the purpose of this research is to know more about the effect of work motivation and organizational commitment to employee performance at PT. Arthawenasakti Gemilang (HRD) Malang. Based on the purpose of the study was to look for cause and effect, this study used an explanatory. Test the effect here is to examine the influence of work motivation variable (X1) and organizational commitment (X2) as independent variables in employee performance (Y) as the dependent variable. The samples in this study were 57 people from the existing 130 permanent employees at PT. ASG Malang. The analysis used is descriptive analysis and multiple linear regression, in the execution of this study using a computer program namely SPSS.

The data used in this study is primary data from employees answer questionnaire has been submitted to PT. ASG Malang. From the analysis it is known that each item question produces a correlation coefficient ( $r$ ) greater than  $r$  table (0.220).

From the statistical analysis that there are significant influence among the variables work motivation and organizational commitment to employee performance variables to reject  $H_0$  and accept  $H_a$ , this is indicated with a probability value of less than 5%.

Similarly, known significant effect of job motivation and organizational commitment to employee performance, the study is expected to be a reference to the company in managing human resources in the company Arthawenasakti Gemilang Malang.