

## ABSTRACT

**Muhammad Jacklyn (2022).** *The influence of competence and organizational commitment on the performance of employees at PT Perkebunan Mitra Ogan. This research was under the guidance of Noviansyah, S.E., M.Si and Eka Meiliya Dona, S.E., M.Si., AK., CA. This research aimed to determine the influence of competence and organizational commitment on the performance at PT Perkebunan Mitra Ogan employees.*

*The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis, there was a significant influence of competence on the performance at PT Perkebunan Mitra Ogan employees with a t value of 4,079. The organizational commitment variable had a significant influence on the performance at PT Perkebunan Mitra Ogan employees with a t value of 2,542. Simultaneously, it was found that there was an influence of competence and organizational commitment on the performance at PT Perkebunan Mitra Ogan employees with an F count of 13,360. The coefficient of determination (R<sup>2</sup>) obtained was 0.348. This showed that the contribution of competence and organizational commitment to performance was 34.8% while the remaining 65.2% was influenced by other variables not mentioned in this study such as work design, personality, motivation, leadership, leadership style, organizational culture, satisfaction, work environment, and loyalty (Kasmir, 2016: 189).*

*Keywords: Competence, Organizational Commitment, Employees' Performance*

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**Muhammad Jacklyn (2022).** Pengaruh kompetensi dan komitmen organisasi terhadap kinerja karyawan PT Perkebunan Mitra Ogan. Dibimbing oleh Bapak Noviansyah, S.E., M.Si selaku pembimbing I dan, Ibu Eka Meiliya Dona, S.E., M.Si., AK., CA selaku pembimbing II. Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi dan komitmen organisasi terhadap kinerja karyawan PT. Perkebunan Mitra Ogan.

Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh signifikan kompetensi terhadap kinerja karyawan PT Perkebunan Mitra Ogan dengan nilai t hitung sebesar 4.079. Variabel komitmen organisasi ada pengaruh signifikan terhadap kinerja karyawan PT. Perkebunan Mitra Ogan dengan nilai t hitung sebesar 2.542. Secara simultan didapatkan ada pengaruh kompetensi dan komitmen organisasi terhadap kinerja karyawan PT Perkebunan Mitra Ogan dengan nilai F hitung sebesar 13.360. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0.348. Hal ini menunjukkan berarti sumbangan pengaruh kompetensi dan komitmen organisasi terhadap kinerja sebesar 34,8% sedangkan sisanya 65,2% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti rancangan kerja, kepribadian, motivasi, kepemimpinan, gaya kepemimpinan, budaya organisasi, kepuasan kerja, lingkungan kerja, dan loyalitas (Kasmir, 2016:189).

Kata Kunci: Kompetensi, Komitmen Organisasi, Kinerja Karyawan