ABSTRAK

LISA NOVITA ANGGRAINI (2023). Pengaruh *Job Rotation* Dan *Job Performance* Terhadap *Organizational Commitment* Karyawan Pada PTPN VII Unit Sungai Lengi Muara Enim. Dibimbing oleh Ibu Dr.E. Yunita Sari, S.E., M.Si selaku dosen pembimbing I dan Bapak Hilmi Wiranawata, S.E.,M.M selaku dosen pembimbing II.

Penelitian ini membahas tentang Pengaruh *Job Rotation* Dan *Job Performance* Terhadap *Organizational Commitment* pada PTPN VII Unit Sungai Lengi Muara Enim. Populasi dalam penelitian ini adalah 38 responden. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linear berganda. Berdasarkan hasil analisis secara parsial ada Pengaruh *Job Rotation* dan *Job Performance* terhadap *Organizational Commitment* pada PTPN VII Unit Sungai Lengi Muara Enim dengan nilai t-hitung (4,042) > t-tabel (2,030). Secara simultan didapatkan ada Pengaruh *Job Rotation* dan *Job Performance* terhadap *Organizational Commitment* pada PTPN VII Unit Sungai Lengi Muara Enim dengan nilai F-hitung (22,040) > F-tabel (3,27). Koefisien determinasi (R^2) yang diperoleh sebesar 0,557 artinya dalam hal ini sumbangan Pengaruh *Job Rotation* dan *Job Performance* terhadap *Organizational Commitment* pada PTPN VII Unit Sungai Lengi Muara Enim sebesar 55,7% sedangkan sisanya 44,3% dipengaruhi oleh variabel yang tidak diketahui dalam penelitian ini seperti karakteristik pribadi, karakteristik pekerjaan, karakteristik organisasi, sifat dan kualitas pengalaman kerja (Yusuf & Syarif, 2017:47).

Kata Kunci : *Job Rotation*, *Job Performance*, *Organizational Commitment*.

ABSTRACT

LISA NOVITA ANGGRAINI (2023). The Influence of Job Rotation and Job Performance on Organizational Commitment of Employees at PTPN VII Unit Sungai Lengi Muara Enim. *This study was under the guidance of Dr. E. Yunita Sari, S.E., M.Si and Hilmi Wiranawata, S.E., M.M.*

This study discussed the influence of Job Rotation and Job Performance on Organizational Commitment at PTPN VII Unit Sungai Lengi Muara Enim. The population in this study consisted of 38 respondents. The data collection technique used in this study was through questionnaire distribution. The analysis method used was a quantitative method using multiple linear regression analysis. Based on the partial analysis results, there was an influence of Job Rotation and Job Performance on Organizational Commitment at PTPN VII Unit Sungai Lengi Muara Enim with the calculated t-value (4.042) > t-table (2.030). Simultaneously, there was an influence of Job Rotation and Job Performance on Organizational Commitment at PTPN VII Unit Sungai Lengi Muara Enim with the calculated F-value (22.040) > F-table (3.27). The obtained coefficient of determination (R^2) was 0.557, which meant that the contribution of Job Rotation and Job Performance to Organizational Commitment at PTPN VII Unit Sungai Lengi Muara Enim was 55.7%, while the remaining 44.3% was influenced by unknown variables in this study, such as personal characteristics, job characteristics, organizational characteristics, nature, and quality of work experience (Yusuf & Syarif, 2017:47).

Keywords: Job Rotation, Job Performance, Organizational Commitment.