

## ABSTRACT

ELVIERA AGUSTIN. 2022. The Influence of Personal Factors, Organizational Factors and Non Organizational Factors on Organizational Commitment at PT. Minanga Ogan Plantation. The research was under the guidance of Darman Syafe'i, S.E., M.Si and RR. Dimas Veronica Priharti, S.E., M.M. This study aimed to determine the influence of personal factors, organizational factors and non-organizational factors on organizational commitment of PT. Minanga Ogan Plantation.

The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis there was the influence of personal factors on the organizational commitment of employees at PT. Minanga Ogan Plantation with a t value of 2.197. Variable organizational factors had an influence on the organizational commitment of employees at PT. Minanga Ogan Plantation with a t value of 2.100. Variable non-organizational factors had an influence on the organizational commitment of employees at PT. Minanga Ogan Plantation with a t value of 2,568. Simultaneously, it was found that there was an influence of personal factors, organizational factors and non-organizational factors on the organizational commitment of PT. Minanga Ogan Plantation. The coefficient of determination (Adjusted R<sup>2</sup>) obtained is 0.295. This showed that the contribution of the influence of personal factors, organizational factors and non-organizational factors to organizational commitment was 29.1% while the remaining 70.5% was influenced by other variables outside this study, namely job characteristics, achievement characteristics, personal characteristics, organizational characteristics, satisfaction. on promotion promotions and satisfaction with leaders (Lubis & Jaya, 2019:21).

**Keywords: Personal Factors, Organizational Factors, Non Organizational Factors, Organizational Commitment.**

ELVIERA AGUSTIN. 2022. Pengaruh Faktor Personal, Faktor Organisasional dan Faktor Non Organisasional Terhadap Komitmen Organisasional pada PT. Perkebunan Minanga Ogan. Skripsi dibimbing oleh Darman Syafe'i, S.E., M.Si dan RR. Dimas Veronica Priharti, S.E., M.M. Penelitian ini bertujuan untuk mengetahui pengaruh faktor personal, faktor organisasional dan faktor non organisasional terhadap komitmen organisasional PT. Perkebunan Minanga Ogan.

Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh faktor personal terhadap komitmen organisasi karyawan PT. Perkebunan Minanga Ogan dengan nilai t hitung sebesar 2,197. Variabel faktor organisasional ada pengaruh terhadap komitmen organisasional karyawan PT. Perkebunan Minanga Ogan dengan nilai t hitung sebesar 2,100. Variabel faktor non organisasional ada pengaruh terhadap komitmen organisasional karyawan PT. Perkebunan Minanga Ogan dengan nilai t hitung sebesar 2,568. Secara simultan didapatkan ada pengaruh faktor personal, faktor organisasional dan faktor non organisasional terhadap komitmen organisasional karyawan PT. Perkebunan Minanga Ogan. Koefisien determinasi (*Adjusted R<sup>2</sup>*) yang diperoleh sebesar 0.295. Hal ini menunjukkan berarti sumbangan pengaruh faktor personal, faktor organisasional dan faktor non organisasional terhadap komitmen organisasional sebesar 29,1% sedangkan sisanya 70,5% dipengaruhi oleh variabel lain diluar penelitian ini yaitu karakteristik pekerjaan, karakteristik berprestasi, karakteristik personal, karakteristik organisasi, kepuasan terhadap promosi dan kepuasan terhadap pimpinan (Lubis & Jaya, 2019:21).

**Kata Kunci : Faktor Personal, Faktor Organisasional, Faktor Non Organisasional, Komitmen Organisasional.**