

PENGARUH KOMITMEN ORGANISASI, DISIPLIN KERJA DAN PELATIHAN KERJA TERHADAP KINERJA KARYAWAN PADA TROPICAL BRAZILIAN BBQ RESTAURANT

Abstrak

Komitmen organisasi dapat meningkatkan kinerja karyawan. Semakin bagus disiplin kerja yang di miliki karyawan dapat meningkatkan kinerja karyawan. Pelatihan kerja yang dilakukan perusahaan akan berdampak pada peningkatan kinerja. Penelitian ini bertujuan untuk menjelaskan pengaruh komitmen organisasi, disiplin kerja, pelatihan kerja terhadap kinerja karyawan Tropical Brazilian BBQ Restaurant

Populasi penelitian adalah karyawan Tropical Brazilian BBQ Restaurant. Sampel dalam penelitian ini sebanyak 46 responden yang ditentukan berdasarkan metode jenuh. Alat analisis yang digunakan untuk menguji hipotesis adalah regresi linier berganda.

Hasil penelitian menunjukkan bahwa komitmen organisasi, disiplin kerja dan pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Pada Tropical Brazilian BBQ Restauran.

Kata kunci : komitmen organisasi, disiplin kerja, pelatihan kerja dan kinerja karyawan



**THE INFLUENCE OF ORGANIZATIONAL COMMITMENT, WORK
DISCIPLINE AND WORK TRAINING ON EMPLOYEE PERFORMANCE
AT TROPICAL BRAZILIAN BBQ RESTAURANT**

Abstract

Organizational commitment can improve employee performance. The better the work discipline possessed by employees can improve employee performance. Job training conducted by the company will have an impact on improving performance. This study aims to explain the effect of organizational commitment, work discipline, job training on the performance of Tropical Brazilian BBQ Restaurant employees

The research population is Tropical Brazilian BBQ Restaurant employees. The sample in this study were 46 respondents who were determined based on the saturation method. The analytical tool used to test the hypothesis is multiple linear regression.

The results of the study show that organizational commitment, work discipline and job training have an impact on employee performance at the Tropical Brazilian BBQ Restaurant. Suggestions for further research can develop this research by adding other variables such as workload variables.

Keywords: *organizational commitment, work discipline, job training and employee performance*

