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Title	The Influence of Employee Engagement and
	Organizational Commitment on Employee Performance at
	PT. Bhakti Sejahtera Medika
Choose your	Human Resource Management
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# THE INFLUENCE OF EMPLOYEE ENGAGEMENT AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE AT PT. BHAKTI PROSPEROUS MEDIKA

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#### ABSTRACT

This research is based on the importance of employee performance in order to produce quality employees. Factors that can influence employee performance include employee involvement and organizational commitment to employee performance at PT. Bhakti Sejahtera Medika.

The respondents of this research were all employees of PT. Bhakti Sejahtera Medika, totaling 52 people, with a sampling method, namely total sampling. Data collection techniques use questionnaires, documentation and observation. The data analysis technique uses multiple linear regression analysis and hypothesis testing.

The results of this research indicate that the variables of employee involvement and organizational commitment simultaneously or together have a significant effect on the performance of PT employees. Bhakti Sejahtera Medika with a probability value (sig) of 0.000 < 0.05. And employee involvement and organizational commitment partially or individually influence the performance of PT employees. Bhakti Sejahtera Medika with the probability value (sig) of each employee involvement variable with a probability value (sig) of 0.019 < 0.05 has a significant effect on employee performance and organizational commitment with a probability value (sig) of 0.002 < 0.05 has a significant effect on employee performance.

Keywords: Employee Engagement, Organizational Commitment, Employee Performance

## **INTRODUCTION**

Human resource management (HRM) is a form of organizational management which is focused on the elements of human resources within an organization/company. The task of human resource management (HRM) is to manage human elements properly and correctly in order to obtain a workforce that is satisfied with their work. In organizations, humans are one of the most important elements in an organization/company. Without the role of humans, even though the necessary factors are available, the organization will not run, because humans are the driving force or determinant of the running of an organization/company. Therefore, it is best for organizations to provide positive direction in order to achieve organizational/company goals. A company is a place to carry out goods and service production activities consisting of people.

Basically, companies really need human resources which have an important role both individually and in groups, and human resources are one of the main movements for the smooth running of the business, even the progress of the company is determined by the existence of its human resources. The success of a company is largely determined by the performance of its employees.

Employee performance is the work results achieved by a person or group of people in accordance with the authority/responsibility of each employee during a certain period. For this reason, employees must improve their performance so that company goals can be achieved well. In improving performance, there must be high employee work involvement and care about their work in order to provide good performance results. Apart from that, employees also need a safe and comfortable work environment so they can be enthusiastic and can work well.

According to Fandy dan Anastasia (2003) employee involvement is a process of involving employees at all levels of the organization in decision making and problem solving. There are 2 benefits of employee involvement, namely: First, it increases the possibility of producing good decisions, better plans, or more effective improvements because it also includes the views and thoughts of parties who are directly related to the work situation. Second, employee involvement also increases the sense of ownership and responsibility for decisions by involving the people who have to implement them.

According to Sopiah, (2008) organizational commitment is a combination of three behavioral dimensions that can be used to assess the level of employee's tendency to remain as a member of the organization, or have a long-term career within the organization.

Based on initial observations on December 13 2023 at 10 WIB. At the PT office. Bhakti Sejahtera Medika has some information data obtained from Mr. Taufid as the head of PT. Bhakti Sejahtera Medika explained that employee performance was still quite low, But this is also influenced by the level of item usage. The more items ordered, the more items will be sold, so you have to use those items. Because there is still low employee involvement in sales planning and organizational commitment, such as many employees rarely coming to work which has an impact on sales targets not being met. Researchers also conducted interviews with Mr. Taufid as the head of PT. Bhakti Sejahtera Medika explained that employee performance was indeed decreasing because a lot of work was still piling up and not being completed on time. In the activities carried out by PT. Bhakti Sejahtera Medika has many employees who appear to be less involved and participate in company activities. Apart from that, there is also information from Mr. Taufid as the leader, saying that there are still many employees at PT. Bhakti Sejahtera Medika still has low commitment to the company as seen from the large number of employees who have other side jobs besides working at PT. Bhakti Sejahtera Medika resulted in employees often not coming to work resulting in many jobs at the company being delayed because they were not completed on time.

Based on the background of the problem above, the author conducted research with the title "**The Influence of Work Engagement and Organizational Commitment on Employee Performance at PT. Bhakti Sejahtera Medika**". The problem formulation for this research is;

- 1. PT.. Bhakti Sejahtera Medika Employee Performance is still low.
- 2. The involvement of PT. Bhakti Sejahtera Medika employees which is not in accordance with the initial agreement.
- 3. Organizational Commitment to Employees of PT. Bhakti Sejahtera Medika Bengkulu City is still low.

#### LITERATURE REVIEW

#### 2.1. Employee performance

According to Setiawan (2013) employee performance is a very important factor for a company. Performance as a manifestation of an employee's work behavior which is displayed as work achievement according to their role in a company within a certain period of time. This is because employee performance is a determinant of the success and survival of the company. Employee performance according to Gunawan (2018) is the work results achieved by a person or group of people according to the authority/responsibility of each employee during a certain period. A company needs to conduct a performance assessment on its employees. According to Ainanur (2018) stated that an employee's performance is an individual matter, because each employee has different levels of ability in carrying out their duties. Management can measure employees based on their performance based on the performance of each employee.

Meanwhile, according to Mangkunegara (2004), performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Tampubolon (2018), performance is organizational behavior that is directly related to the production of goods or delivery of services.

#### 2.2. Employee Engagement

According to M. Sandhya Sridevi (2010), if employees have a sense of engagement with the company, they will try to improve their performance in order to achieve the company's goals. So that every manager should have a very important or vital role in creating employee engagement in the company, one way is to increase feedback between managers and employees and vice versa. According to Titien (2016) Employee engagement is the result of supportive work conditions, such as the organization's reputation as a good company, the availability of resources needed to produce high quality performance. Melisa Safitri Samud Riane Johnly Pio Ventje Tatimu (2021) said employee engagement is a psychological state where employees feel interested in the success of the company and are motivated to improve performance to a level that exceeds the requested job requirements.

Meanwhile, according to S. P. and M. C. Robbins (2012) job involvement is the level of employee identification with their work, actively participating in their work, and considering their performance in their work as more important for their own good. Employees with high levels of job involvement strongly recognize and pay attention to the type of work they do. High levels have been found to be associated with lower absenteeism and lower employee turnover rates.

### 2.3 Organizational Commitment

According to Sopiah (2008), organizational commitment is a combination of three dimensions of behavior that can be used to assess the level of employee tendency to remain as members of the organization, or have a long-term career in the organization. Organizational commitment is a person's relatively strong identification and involvement in the organization. This means that an employee who has a high commitment has a strong desire to maintain his membership in the organization and is willing to work hard to achieve organizational goals. According to Arum Darmawati, Lina Nur Hidayati (2023), organizational commitment is a state of an employee who sides with a particular organization and its goals and desires to maintain membership in the organization.

## 2.3. Previous Research

No	Name (Year)	Title	Research	Research result
			methods	
1.	(Khan,M. R. Ziauddin, Jam, F.A, 2008)	The Influence of Employee Engagement and Organizational Commitment on Employee Performance in the Palm Oil Plantation Sector	Multiple Linear Regression	The results of this study are in accordance with the results of previous research by Susanti & Palupiningdyah, (2016) "The Effect of Job Satisfaction and Organizational Commitment on Employee Performance with Turnover Intention as an Intervening Variable." There is a significant partial influence between organizational commitment on employee performance in the customary division of PT. Milan Indonesia. The results show that the influence of organizational commitment has a significant partial effect on the dependent variable of employee performance. This means that there is a significant influence between organizational commitment on employee performance at PT.
2	(Muliana, 2016)	The Influence of Job Involvement and Job Satisfaction on Employee Turnover Intention at Pasir Pengaraian Modern Market,	Multiple Linear Regression	This study shows that the work engagement variable has a significant effect on employee turnover intention at the Pasir Pengaraian Modern Market.

## Table 2.1. Previous Research .

No	Name (Year)	Title	Research methods	Research result
		Rokan Hulu Regency		
3	(Putri, 2017)	The Influence of Organizational Commitment and Work Involvement on Employee Performance (Study at Hotel Resty Menara Pekan Baru)	Multiple Linear Regression	The results show that the influence of organizational commitment and work involvement on employee performance has a positive and significant level of influence.
4	(SL. Triyaningsih, 2014)	Analysis of the Influence of Work Discipline, Work Motivation and Organizational Commitment on Employee Performance at Slamet Riyadi University, Surakarta	Multiple Linear Regression	The results of the study also prove that the three variables, namely work discipline, work motivation and organizational commitment, have a positive and significant influence, both partially and simultaneously, on the performance of employees at Slamet Riyadi University, Surakarta.
5	(Jerry Marcellinus Logahan, 2014)	OrganizationalCultureandWorkEngagementonOrganizationalCommitmentImpactonEmployeePerformanceatBTN – Ciputat	Multiple Linear Regression	Organizational Culture, Work Involvement and Organizational Commitment have a simultaneous influence on Employee Performance at PT. Bank Tabungan Negara, Tbk, Ciputat Branch by 96.3%.
6	(Ranty Sapitri, 2016)	The Influence of Organizational Commitment on Employee Performance of the State Electricity Company in the Pekan Baru Area	Multiple Linear Regression	The research results show that organizational commitment consisting of affective commitment, continuance commitment, and normative commitment has a positive and significant influence on employee performance in the Pekanbaru Area State Electricity Company

No	Name (Year)	Title	Research methods	Research result
7	(Marimin & Santoso, 2020)	Analysis of the Influence of Job Satisfaction, Organizational Commitment, and Work Involvement on Employee Performance at Bank Muamalat Surakarta	Multiple Linear Regression	Based on the results of hypothesis testing at a significance level of 0.05, the calculated t value is 2.819> t table 1.67, so it can be concluded that there is a significant influence between the job satisfaction factor (X1) on the performance of Bank Muamalat Surakarta employees. Based on the results of the first hypothesis test, it is known that at a significance level of 0.05, the calculated t value is 2.309> t table 1.67, so it can be concluded that there is a significant influence between the organizational commitment factor (X2) on the performance of Bank Muamalat Surakarta employees. Based on the results of the test at a significance level of 0.05, the calculated t value is 2.482> t table 1.67, so it can be concluded that there is a significant influence between the work involvement factor (X3) on the performance of Bank Muamalat Surakarta employees.

## 2.4. Operational definition.

Table	2.2	Oper	ational	Defi	nition.
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No	Variables	Definition		Indicator	Measuring Scale	Data
Y	Employee performance	Performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.	1. 2.	Quality of work results Quantity of work results (Muhammad Dirham Azis, 2018)	Questionnaire	Ordinal

No	Variables	Definition		Indicator	Measuring Scale	Data
X1	Employee Engagement	Employee engagement is the result of supportive working conditions, such as the organization's reputation as a good employer, the availability of resources needed to produce high quality performance.	1. 2. 3.	Work participation Participation (Muliana, 2016)	Kuesioner	Ordinal

No	Variables	Definition	Indicator	Measuring	Data
				Scale	
X2	Organizational Commitment	Organizational commitment is a combination of three behavioral dimensions that can be used to assess the level of employee tendency to remain as a member of the organization, or to have a long-term career in the organizational commitment is a person's relatively strong identification and involvement with the organization.	<ol> <li>Affective Commitment</li> <li>Continuance Commitment</li> <li>Normative Commitment (Robbins, 2006)</li> </ol>	Kuesioner	Ordinal

## 2.5. Research Hypothesis



**Figure 1. Conceptual Framework** 

Based on the problem formulation and theoretical framework described above, the researcher formulated the following hypothesis:

**H1.** It is suspected that employee involvement has a significant effect on employee performance at PT. Bhakti Sejahtera Medika

**H2.** It is suspected that Organizational Commitment has a significant effect on the performance of PT. Bhakti Sejahtera Medika employees.

**H3.** It is suspected that Employee Involvement and Organizational Commitment have a significant effect on employee performance at PT. Bhakti Sejahtera Medika

#### **RESEARCH METHODS**

This research is a type of quantitative descriptive research because in this research many describe the current conditions systematically and accurately with this research aims to explain and solve problems that are carefully. The research used is included in quantitative research. According to Sugiyono (2015), "quantitative research is research that uses quantitative methods, namely a research method that aims to describe social phenomena or symptoms quantitatively or explain how social phenomena or symptoms that occur in society are related to each other". This quantitative descriptive method is a method used to complete a scientific research with the aim of solving the problem being studied, namely the Influence of Employee Involvement and Organizational Commitment on Employee Performance at PT. Bhakti Sejahtera Medika

#### **Population.**

The population in this study were 52 employees of PT. Bhakti Sejahtera Medika.

## Sample

The sampling technique in this study is total sampling. Total sampling is a sampling technique where the number of samples is the same as the population Sugiyono (2013). The reason for taking total sampling is because according to Sugiyono (2013) the number of populations less than 100, the entire population is used as a research sample. While this study only had 52 employees, so the sample taken in this study was 52 respondents of PT. Bhakti Sejahtera Medika.

## **RESULTS AND DISCUSSION**

#### 3.1. Instrument Test.

#### Validity test.

Validity is a measure that shows the extent to which a measurement instrument is able to measure what it is intended to measure. Validity shows that the performance of the questionnaire in measuring what is being measured has been declared valid. To conduct a validity test, the method used is to measure the correlation between the question items and the overall question score. Based on the description above, the results of data processing related to the validity test of the research instrument with 52 respondents can be presented to determine whether the questionnaire is valid or not.

Variable	Statement	P count	P Tabla	Informati
v allable	Items	K coulit	K Table	on
	1	0.965	0.230	Valid
Employee Engagement	2	0.335	0.230	Valid
	3	0.914	0.230	Valid
	4	0.924	0.230	Valid
	5	0.705	0.230	Valid
	6	0.931	0.230	Valid
	7	0.926	0.230	Valid
	8	0.937	0.230	Valid
	9	0.387	0.230	Valid
	•			
	1	0.762	0.230	Valid
Organizational	2	0.247	0.230	Valid
Commitment	3	0.354	0.230	Valid
	4	0.662	0.230	Valid
	5	0.837	0.230	Valid
	6	0.772	0.230	Valid
	7	0.894	0.230	Valid
	8	0.274	0.230	Valid
	9	0.342	0.230	Valid
	1	0.446	0.230	Valid
	2	0.866	0.230	Valid
Employee performance	3	0.904	0.230	Valid
	4	0.814	0.230	Valid
	5	0.909	0.230	Valid
	6	0.810	0.230	Valid

 Table 3.1 Validity Test Results

## **Reliability Test.**

If a measurement tool is declared valid, then the next stage is to measure the reliability stage of the tool. This analysis is used to prove whether a reliable questionnaire can provide convincing answers if retested with the same results. To measure reliability, Crobach's Alpha can be used. The criteria for a research instrument is said to be reliable if the reliability coefficient is > 0.60.

Source: SPSS data processing

Reliability Statistics			
Variabel	Cronbach's Alpha	N of Items	
X1	0.923	9	
X2	0.768	9	
Y	0.863	6	

#### Table 3.2. Reliability Test Results.

#### **3.2.** Classic assumption test.

Before carrying out regression analysis, assumptions are first tested. The classical assumption test consists of the normality test, multicollinearity test and heteroscedasticity test.

#### Normality test.

The normality test used is the non-parametric statistical test *One Sample Kolmogorav-Smirnov Test*. The significance value of a normally distributed residual is if the Asymp value. *Sig* (2-tailed) in the *One Sample Kolmogorov-Smirnov Test* is greater than 0.05. Following are the results of the normality test:

## **Table 3.3. Normality Test Results**

-	C	Unstandardize d Residual
Ν		52
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.85957227
Most Extreme Differences	Absolute	.115
	Positive	.115
	Negative	102
Test Statistic		.115
Asymp. Sig. (2-tailed)		.083°

#### **One-Sample Kolmogorov-Smirnov Test**

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Spss Output

Based on the results of *the spss test* above, the Asymp value was found. *Sig* (2-tailed) in the *One Sample Kolmogorov-Smirnov Test* is greater than 0.05, namely, 0.83. It can be concluded that the data in this study are normal.

#### **Multicollinearity Test.**

Multicollinearity testing aims to test whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between independent variables (Sugiyono, 2013). To test multicollinearity by looking at the VIF value of each independent variable, if the VIF value <10.

Table 3.4	Multicollinear	ity Test R	esults
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No	Variables	Tolerance	VIF	Information		
1.	Employee Engagement (X <sub>1</sub> )	0,702	1,425	Non Multikolinearitas		
2. Organizational Commitment (X <sub>2</sub> ) 0,702 1,425 Non Multikolineari						
Source, Degulte of data processing in SDSS						

Source: Results of data processing in SPSS

Based on the table above, it can be seen that the VIF value is < 10 and the tolerance value is > 0.10, so it can be concluded that there are no symptoms of multicollinearity.

#### Heteroscedasticity Test.

The heteroscedasticity test aims to test whether in the regression model there is inequality of variance from the residual of one observation to another (Sugiyono, 2015). The following are the results of the heteroscedasticity test:



**Table 3.5 Heteroskedasticity Test Results** 

#### Source: Results of data processing in SPSS

Based on the table above, the significance value of each independent variable was found to be above 0.05, it can be concluded that heteroscedasticity did not occur in this research.

#### 3.2 Regression Equation Analysis

Multiple linear regression analysis is used in this study with the aim of determining whether or not there is an influence of independent variables on dependent variables. Statistical calculations in multiple linear regression analysis used in this study are by using SPSS for Windows version 25.

Coefficients <sup>a</sup>								
Unstandardized				Standardized		Collinearity		arity
Coefficients		Coefficients			Statistics			
			Std.					
Model		В	Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	6.896	2.793		2.469	.017		
	TOT_X1	.166	.068	.315	2.425	.019	.702	1.425
	TOT_X2	.327	.101	.420	3.235	.002	.702	1.425

## Table 3.6 Multiple Linear Regression Test

a. Dependent Variable: TOT\_Y *Source: Spss Output* 

From the calculation using SPSS version 25 for Windows, the following information is obtained:

 $Y = 6,986 + 0,166(X_1) + 0.327(X_2) + e$ 

These figures can each be economically explained as follows:

- 1. The constant value of 6.986 means that if the Employee Engagement (X1) and Organizational Commitment (X2) variables are equal to zero, then the Employee Performance variable will remain at 6.986.
- 2. The regression of the Employee Engagement (X1) variable of 0.166 means that if Employee Engagement (X1) is increased by one unit, it will increase Employee Performance (Y) at PT. Bhakti Sejahtera Medika by 0.166 with the assumption that the Commitment (X2) variable is considered constant.
- 3. The regression coefficient of the Organizational Commitment (X2) variable of 0.327 means that if Organizational Commitment (X2) is increased by one unit, it will increase Employee Performance (Y) at PT. Bhakti Sejahtera Medika by 0.327 with the assumption that the Employee Engagement (X1) variable is considered constant.

## 3.3. Coefficient of Determination.

The Determination Coefficient is used to measure how far the model's ability to explain the variance of the dependent variable. The following is a table of the results of the multiple regression analysis test:

Model Summary <sup>b</sup>								
Adjusted R Std. Error of								
Model	R	R Square	Square	the Estimate				
1	.648ª	.420	.396	1.89714				
a. Predictors: (Constant), TOT_X2, TOT_X1								
b. Dependent Variable: TOT_Y								
Source: Spss Output								

## **Table 3.7 Coefficient of Determination Test Results**

Based on the table shows that the result of R Square is 0.420 or 42%. This means that 42% of the variation of the independent variables can explain the dependent variables, namely Employee Involvement and Organizational Commitment. While the remaining 58% is explained by other factors outside this research model. The results of the determination coefficient test provide meaning that there are still other independent variables that affect Employee Performance at PT. Bhakti Sejahtera Medika.

## 3.4. Hypothesis testing

## t test

Basically used to find out how much influence each independent variable (X) has on the dependent variable (Y). The t-test is done by comparing if the t-count value  $\geq$  t-table or the significance value  $\leq$  alpha (0.05), then the hypothesis is accepted. If the t-count value  $\leq$  t-table or the significance value  $\geq$  alpha (0.05), then the hypothesis is rejected.

## Table 3.8 t test results

	Coefficients <sup>a</sup>							
Unstandardized Coefficients Standardized Coefficients								
Model		В	Std. Error	Beta	t	Sig.		
1	(Constant)	6.896	2.793		2.469	.017		
	TOT_X1	.166	.068	.315	2.425	.019		
	TOT_X2	.327	.101	.420	3.235	.002		

a. Dependent Variable: TOT\_Y Source: Spss Output Based on the results of the t-statistic test in table above, it can be interpreted that:

- The test results for Employee Engagement (X1) show a t-value ≥ t-table, 2.425 ≥ 1.675 or a significance value ≤ alpha (0.05), 0.019 ≤ 0.05, because the t-value is greater than t-table or the significance value is less than 0.05, then Ha is accepted and Ho is rejected. This means that employee engagement (X1) has a positive and significant influence on employee performance (Y).
- The test results for Organizational Commitment (X2) show the t-value ≥ t-table, 3.235
   ≥ 1.675 or significance value ≤ alpha (0.05), 0.002 ≤ 0.05, because the t-value is greater than t-table or the significance value is less than 0.05 then Ha is accepted and Ho is rejected. This means that organizational commitment (X2) has a positive and significant influence on employee performance (Y).

#### F test

The f test is used to show whether all independent variables in this regression model have a joint influence on the dependent variable. The following can be seen in the f test results table below:

			ANOVA <sup>a</sup>			
		Sum of				
Model		Squares	Df	Mean Square	F	Sig.
1	Regression	127.699	2	63.850	17.740	.000 <sup>b</sup>
	Residual	176.358	49	3.599		
	Total	304.058	51			

#### **Table 3.9 F Test Results**

a. Dependent Variable: TOT\_Y

b. Predictors: (Constant), TOT\_X2, TOT\_X1

## Sumber : Output Spss

From the table above, it can be seen that the Fcount value  $\geq$  Ftable, 17,740  $\geq$  4,027 and the significance value of F is 0.000  $\leq$  0.050, from the results of data management it can be concluded that all independent variables, namely variables (Employee Engagement and Organizational Commitment) simultaneously or together have a significant effect on the dependent variable, namely Employee Performance (Y). This means that Ho is rejected and Ha is accepted.

#### DISCUSSION

#### 4.1 The Influence of Employee Engagement on Employee Performance

The findings of the multiple regression test above indicate that employee engagement has an effect on employee performance at PT. Bhakti Sejahtera Medika. This can be seen from the  $\beta$  coefficient of 0.166 with a significance level of 0.000  $\leq$  0.05. Therefore, H1 is accepted, meaning that the effect of employee engagement on employee performance at PT. Bhakti Sejahtera Medika has a positive and significant relationship. The findings of this investigation indicate that PT. Bhakti Sejahtera Medika is more prepared to work if they have more employee engagement.

This finding is in accordance with the results of Khanam's (2015) research which revealed a positive and significant relationship between work involvement and employee performance. Work involvement, which includes the dimensions of feelings of meaning, security, and feelings of availability, is in the good category, meaning that there is already awareness and desire from employees for the work given by the company, thus it can be concluded that work involvement has a significant influence on employee performance at PT. Bhakti Sejahtera Medika, but there is still a dimension of security that gets the lowest response compared to the dimensions of feelings of meaning and dimensions of feelings of availability. Greis (2015) stated that work involvement has a positive and significant influence on performance

### 4.2 The Influence of Organizational Commitment on Employee Performance

The results of the regression analysis above indicate that organizational commitment has an effect on employee performance at PT. Bhakti Sejahtera Medika. The  $\beta$  coefficient of organizational commitment shows that there is a positive and significant influence between the Influence of organizational commitment on employee performance at PT. Bhakti Sejahtera Medika, with a significance level of  $0.000 \leq 0.05$  for organizational commitment of 0.324. These results support the acceptance of H1.

Organizational commitment is a relationship of desire to maintain organizational membership, accept organizational values and goals and be willing to work hard to achieve organizational goals and sustainability. Involvement in work and identification with organizational values and goals. Memari (2013) that organizational commitment has a positive and significant effect on performance. Adnan (2015) that organizational commitment has a positive and significant effect on performance.

## 4.3 The Influence of Employee Engagement and Organizational Commitment on Employee Performance

Based on the results of the F test in this study, it is known that there is a significant simultaneous influence of the independent variables on the dependent variable as seen in the value obtained of  $17,740 \ge 4,027$  and a significant value of 0.000 < 0.05. So it can be

concluded that it is rejected and accepted, which means that the variables of Job Involvement (X1) and Organizational Commitment (X2) simultaneously have a positive and significant effect on the Employee Performance variable (Y). These results explain that the factors of Job Involvement and Organizational Commitment have an important influence in improving employee performance. According to Setiani (2010) There is a significant influence of job involvement and organizational commitment on employee performance.

## CONCLUSION

Based on the results of the research that has been carried out, it can be concluded as follows:

- 1. When viewed from the respondents' responses regarding the indicators on the employee engagement variable (X1), the lowest value was 3.12. This means that employee involvement in carrying out work on PT. Bhakti Sejahtera Medika employees is very low. Therefore, the management of PT. Bhakti Sejahtera Medika pays more attention to employee involvement in employee performance.
- 2. When viewed from the respondents' responses to the organizational commitment variable (X2), it gets the lowest value of 2.96. This means that the organizational commitment to PT. Bhakti Sejahtera Medika employees is very lacking in employee performance.
- 3. When viewed from the respondents' responses to the employee performance variable (Y), which received the highest value of 3.87. Then the leaders or managers of PT. Bhakti Sejahtera Medika should play an active role in increasing involvement and commitment through employee training.

## LIMITATIONS AND ADVICE

Researchers are aware of the limitations of this research, especially in the test equipment used, it would be a good idea for future research to add variables other than those in this research as mediating variables.

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