POLA KARIER, KOMUNIKASI ORGANISASI, MOTIVASI BERPRESTASI, KOMITMEN ORGANISASI DAN KINERJA KARYAWAN

by

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ABSTRACT

Performance is a common word used to perceive the level of achievement employee in carrying out the duties and responsibilities given. But how to work on improving the performance, to a wide range of studies and research that question is answered. To answer that conducted the study by examining the variabels that affect employee performance. As for the variables studied were Career Patterns, Organizational Communication, Achievement Motivation, Organizational Commitment and Employee Performance.

The research was conducted at District of Kuta Badung Regency with the number of respondents 126 peoples. Analysis technique used is Structural Equation Modelling (SEM) using Amos Software for Windows version 16.00.

The results of analysis showed that the Career Patterns had a positive and significant influenced to Achievement Motivation with standarized estimate (regression weight) of 0.356, the Organizational Communication had a positive and significant influenced to Organizational Commitment with standarized estimate (regression weight) of 0.422, the Career Patterns had a positive and significant influenced to Organizational Commitment with standarized estimate (regression weight) of 0.256, the Organizational Communication had a positive and significant influenced to Achievement Motivation with standarized estimate (regression weight) of 0.401, the Career Patterns had a positive and significant influenced to Employee Performance with standarized estimate (regression weight) of 0.383, the Organizational Commitment had a positive and significant influenced to Employee Performance with standarized estimate (regression weight) of 0.409 and the Organizational Communication had a positive and significant influenced to Employee Performance with standarized estimate (regression weight) of 0.246. While the Career Patterns had a positive and insignificant influenced to Employee Performance with standarized estimate (regression weight) of 0.166. Determination Analysis showed that the Career Patterns, Organizational Communication, Achievement Motivation and Organizational Commitment had of 74,7% influenced on changes in Employee Performance.

Keywords : Career Patterns, Organizational Communication, Achievement Motivation, Organizational Commitment and Employee Performance.

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