ABSTRACT

***AYU HARTIAWATI "Influence Of Work Motivate And Employee Commitment Toward Employee Work Achievement (Case Study On Employee Of PT Pos Indonesia (Persero) Bandung)" under the guidence of* Dr. Ir. H. Iman Santoso, SE., MM., MBA.**

This research was conducted at the PT Pos Indonesia (Persero) Bandung. The phenomenon that occurs is the lack of idle time optimization will cause the task cannot be done on time can be one factor in improving the employee achievement. The purpose of this study is to find an work motivation and employee commitment impact on employee work achievement at PT Pos Indonesia (PERSERO) Bandung according simultaneous although partial.

The method which use on this research is descriptive and verivicative method with approach quantitative. Analysis unit on this research is work motivate, employee commitment and employee work achievement at PT. Pos Indonesia (PERSERO) Bandung. Data technique which use is fix jugdmental as many as 74 respondents. To know influence of work motivate and employee commitment towars employee work achievement, it use static analyse that is use multiple regression analyse, coefficient correlation,coefficient determinant, and hypothesis test use F test and T test, with assist tool software SPSS 13.0 for windows.

Result of the research according qualitative show that the work motivate and employee commitment is better enough, likewise with employee work achievement is better enough, and the result of the research according quantitative show that how large influence of work motivate and employee commitment according simultaneous to increase employee work achievemant in the amount of 71,1% and the residue in the amount of 28,9% explain other variable out of work motivate and employee commitment. While work motivate according partial give influence in the amount of 38,0% toward employee work achievement and employee commitment according partial give influence in the amount of 33,1% toward employee work achievement.

Keyword : work motivate, employee commitment, employee work achievement