

# THE EFFECT OF MOTIVATION, HUMAN RESOURCES INFORMATION SYSTEMS, AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE, ORGANIZATIONAL COMMITMENT AS INTERVENING VARIABLES, IN TRAINING INSTITUTIONS BUSINESS WISDOM INSTITUTE SURABAYA

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## ABSTRACT

*This study aims to determine the effect of work motivation on organizational commitment, the influence of human resource information systems on organizational commitment, the effect of job satisfaction on organizational commitment, the effect of work motivation on performance, the effect of job satisfaction on performance, the effect of organizational commitment on performance, the influence of motivation work with employee performance mediated by organizational commitment, and the influence between job satisfaction and employee performance mediated by organizational commitment. This study's population are employees working at the Business Wisdom Institute (BWI). The number of samples is 100 respondents. The results showed that there was a significant (positive) effect on work motivation on organizational commitment, there was no significant (positive) effect on IS-HR on organizational commitment, there was a significant (positive) effect on job satisfaction on employee organizational commitment, and there was no significant effect. On Work Motivation on Employee Performance, there is no significant effect on SI-HR on Employee Performance; there is a significant (positive) effect on Job Satisfaction on Employee Performance, there is no significant effect on Organizational Commitment on Employee Performance, there is no significant effect on Work Motivation with Employee Performance mediated by Organizational Commitment, there is no significant effect between SI-HR and Employee performance mediated by Organizational Commitment, there is no significant effect between Job Satisfaction and Employee Performance mediated by K Organizational commitment.*

**KEYWORDS:** Job Motivation, Human Resources Information System, Job Satisfaction, Employee Performance, Organizational Commitment.



## **Introduction**

Maximum performance is the main goal of a company that wants to increase profits through the performance of its employees in various ways and programs that are considered aligned with company goals. As a source of life in the company, employees must be cared for properly. One way to pay attention and continue to retain the best employees is to know what things can affect them, one of which is regarding employee performance. This is so that the company can achieve maximum profit targets.

## **Method**

The research approach is the design, guideline or reference for research that will be carried out by researchers. This study uses a quantitative approach with survey research methods. Quantitative approach is an approach that is required to use numbers, starting from data collection, interpretation of the data, and the appearance of the results.

## **Result**

The results showed that there was a significant (positive) effect on work motivation on organizational commitment, there was no significant (positive) effect on IS-HR on organizational commitment, there was a significant (positive) effect on job satisfaction on employee organizational commitment, and there was no significant effect. on Work Motivation on Employee Performance, there is no significant effect on SI-HR on Employee Performance, there is a significant (positive) effect on Job Satisfaction on Employee Performance, there is no significant effect on Organizational Commitment on Employee Performance, there is no significant effect on Work Motivation with Employee Performance mediated by Organizational Commitment, there is no significant effect between SI-HR and Employee Performance mediated by Organizational Commitment, there is no significant effect between Job Satisfaction and Employee Performance mediated by Organizational commitment.

## **Discussion**

The factors used by the Business Wisdom Institute (BWI) to keep up with the changing times in order to be able to survive in the midst of increasingly fierce competition, namely the digitalization era, and how to retain employees who have a (decent) competitive advantage so far have gone well. Only a few factors are not consistent with previous research. This difference in results does not prove that previous research is better, but good research is research that is taken from the actual situation (reality), and research that is able to provide new developments. Several factors are weaknesses in this study, such as in Hypothesis 2 (SI-HR has no significant positive effect on employee organizational commitment), Hypothesis 4 (Work motivation does not have a significant positive effect on employee performance), Hypothesis 5 (SI-HR has no positive effect on employee performance). Significant effect on

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employee performance), Hypothesis 7 (Organizational commitment has no significant positive effect on employee performance), Hypothesis 8 (Work motivation has no significant positive effect on employee performance mediated by organizational commitment), Hypothesis 9 (SI-HR has no significant positive effect on employee performance). Employees mediated by organizational commitment), and Hypothesis 10 (Job satisfaction has no significant positive effect on employee performance mediated by organizational commitment) will be a challenge for the Business Wisdom Institute (BWI) to pay more attention to and improve what are the weaknesses of the company.

### **Conclusion**

1. There is a significant (positive) effect on work motivation on organizational commitment at the Business Wisdom Institute (BWI). The effect given is 2.443. While the most dominant indicators for forming Work Motivation are "Company supervision is not strict but I obey the applicable regulations", "I am proud to work in this company", and "I get financial guarantees in the form of bonuses and incentives as an incentive to work".
2. There is no significant (positive) effect on IS-HR on Employee Organizational Commitment at the Business Wisdom Institute (BWI). The effect given is -0.364. Meanwhile, the most dominant IS-HR forming indicator is "The Human Resources Information System application program is always ready to be used".
3. There is a significant (positive) effect on job satisfaction on employee organizational commitment at the Business Wisdom Institute (BWI). The effect given is 3,069. While the most dominant forming indicator of Job Satisfaction is "I feel in accordance with my current job".
4. There is no significant effect on Work Motivation on Employee Performance at the Business Wisdom Institute (BWI). The effect given is 0.646. Meanwhile, the most dominant forming indicators of Work Motivation have been explained in point 1.
5. There is no significant effect on IS-HR on Employee Performance at the Business Wisdom Institute (BWI). The effect given is -1.755. Meanwhile, the most dominant IS-HR forming indicators have been explained in point 2.
6. There is a significant (positive) effect on job satisfaction on employee performance at the Business Wisdom Institute (BWI). The effect given is 7.704. While the most dominant forming indicators of Job Satisfaction have been explained in point 3.
7. There is no significant effect on Organizational Commitment on Employee Performance at the Business Wisdom Institute (BWI). The effect given is 0.215. Meanwhile, the most dominant indicator of Organizational Commitment is "I don't want to move to another place of work".
8. There is no significant effect between Work Motivation and Employee Performance mediated by Organizational Commitment at the Business Wisdom Institute (BWI). The

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direct effect given is 0.260 and the indirect effect is 0.0014 and the total effect is 0.2614. While the most dominant forming indicators of Work Motivation have been explained in point 1, while the most dominant forming of Employee Performance is "I always work every day".

9. There is no significant effect between IS-HR and Employee Performance mediated by Organizational Commitment at the Business Wisdom Institute (BWI). The direct effect given is -0.042 and the indirect effect is -0.0043 and the total effect is 0.0085. While the most dominant IS-HR forming indicators have been explained in point 2, while the most dominant Employee Performance has been explained in point 8.
10. There is no significant effect between Job Satisfaction and Employee Performance mediated by Organizational Commitment at the Business Wisdom Institute (BWI). The direct effect given is 0.660 and the indirect effect is 0.0237. While the most dominant forming indicators of Job Satisfaction have been explained in point 3, while the most dominant Employee Performance has been explained in point 8.

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