

ABSTRAK

Penelitian ini bertujuan untuk Untuk mengetahui dan menguji seberapa besar kerja sama tim, komitmen organisasi dan motivasi terhadap kinerja karyawan PT. Jetindo Nagasakti Express Cabang Deli Tua. Pengumpulan data dengan *simple random sampling* sebanyak 52 orang responden atau sampel di dalam penelitian ini. Metode penelitian ini menggunakan regresi linier berganda dibantu dengan aplikasi pengolahan data SPSS 23. Hasil penelitian menunjukkan bahwa kerja sama tim mempengaruhi secara positif dan signifikan terhadap kinerja karyawan konsumen pada PT. Jetindo Nagasakti Express Cabang Deli Tua. Komitmen organisasi mempengaruhi secara negatif dan signifikan terhadap kinerja karyawan konsumen pada PT. Jetindo Nagasakti Express Cabang Deli Tua. Motivasi mempengaruhi secara positif dan signifikan terhadap kinerja karyawan konsumen pada PT. Jetindo Nagasakti Express Cabang Deli Tua. Secara simultan menunjukkan kerja sama tim, komitmen organisasi dan Motivasi mempengaruhi secara positif dan signifikan terhadap kinerja karyawan konsumen pada PT. Jetindo Nagasakti Express Cabang Deli Tua. Adjusted R Square senilai 93,6% yang memperlihatkan bahwa variasi variabel kinerja karyawan dapat dijelaskan oleh variabel kerja sama tim, komitmen organisasi, motivasi. Sedangkan sisanya 6,4% mendapat pengaruh dari variabel bebas lainnya yang tidak bisa diterangkan pada penelitian ini

Kata Kunci : kerja sama tim, komitmen organisasi dan motivasi dan kinerja karyawan

ABSTRACT

This study aims to determine and test how much teamwork, organizational commitment and motivation on the performance of employees of PT. Jetindo Nagasakti Express Deli Tua Branch. Collecting data by simple random sampling as many as 52 respondents or samples in this study. This research method uses multiple linear regression assisted by the application of SPSS 23 data processing. The results show that teamwork has a positive and significant impact on the performance of consumer employees at PT. Jetindo Nagasakti Express Deli Tua Branch. Organizational commitment negatively and significantly affects the performance of consumer employees at PT. Jetindo Nagasakti Express Deli Tua Branch. Motivation has a positive and significant impact on the performance of consumer employees at PT. Jetindo Nagasakti Express Deli Tua Branch. Simultaneously shows teamwork, organizational commitment and motivation positively and significantly affect the performance of consumer employees at PT. Jetindo Nagasakti Express Deli Tua Branch. Adjusted R Square worth 93.6% which shows that the variation of employee performance variables can be explained by the variables of teamwork, organizational commitment, motivation. While the remaining 6.4% is influenced by other independent variables that cannot be explained in this study

Keywords: teamwork, organizational commitment, motivation and employee performance