

ISSN: 2005-4238

International Journal of Advanced Science and Technology

IJAST

Science & Engineering
Research Support soCiety

[Register](#) [Login](#)

International Journal of Advanced Science and Technology

[Home](#)[Editorial Board](#)[Journal Topics](#)[Archives](#)[About the Journal](#)[Submissions](#)[Privacy Statement](#)[Contact](#)[Home](#) / [Editorial Team](#)

Editorial Team

Editor-in-Chief of the IJAST Journal:

Neal N. Xiong, School of Computer Science, Colorado Technical University, USA

Editorial Board:

- Abdallah Mhamed, Institut National des Telecommunications, France
- Agustinus Borgy Waluyo, I2R, Singapore
- Akemi Galvez Tomida, University of Cantabria, Spain
- Alejandro Nieto, University of Santiago de Compostela, Spain
- Alfred Tan, Edith Cown University, Australia
- Andres Iglesias, University of Cantabria, Spain
- Bo Zhang, Rice University, USA
- Byungjoo Park, Hannam University, Korea
- Carlos Becker, Westphall Federal University of Santa Catarina, Brazil
- Chih-Heng Ke, Kinmen 892, Taiwan
- Chunbo Ma, Shanghai Jiao Tong University, China
- Debnath Bhattacharyya, Heritage Inst. of Technology, India
- Dhiman Barman, Juniper Networks, USA
- El-Sayed El-Alfy, KFUPM, Saudi Arabia
- Feki Mohamed Ali, I2R, Singapore
- Guandong Xu, Victoria University, Australia
- Haojin Zhu, University of Waterloo, Canada
- Jemal Abawajy, Deakin University, Australia
- Kaiqi Xiong, North Carolina State University, USA
- Longbing Cao, University of Technology, Australia
- Mafruz Zaman Ashrafi, I2R, Singapore
- Maricel Balitanas, University of San Agustin, Iloilo City, Philippines

- Mehnaz Tabassum, Daffodil International University, India
- Mohamed Hamdi, Carthage University, Tunisia
- Mohammad Faiz Liew Abdulla, Universiti Tun Hussein Onn Malaysia, UTHM, Malaysia
- Mohammad Nazmul Haque, The University of Newcastle, Australia
- Mohammed Khaja Nizamuddin, Deccan College Of Engineering & Technology, India
- N.Ch.Sriman Narayana Iyengar, VIT University, India
- Narjes Doggazz, Faculté des sciences Tunis, Tunisia
- Pawan Jindal, Jaypee University of Engineering and Technology, India
- Phuc V. Nguyen, Asian Institute of Technology and Management, Vietnam
- Prakash Veeraraghavan, La Trobe University, Australia
- Pramode Verma, The University of Oklahoma, USA
- Ravi Yadahalli, SDM College of Engineering & Technology, India
- Salman Abdul Moiz, Centre for Development of Advanced Computing, India
- Sasan Adibi, University of Waterloo, Canada
- SeongHan Shin, Research Center for Information Security, AIST, Japan
- Seong-Moo Yoo, University of Alabama-Huntsville, USA
- Seungjin Park, University of Southern Indiana, USA
- Shahaboddin Shamshirband, Islamic Azad University Branch Chalous, Iran
- Shawulu Hunira Nggada, University of Hull, UK
- Sherali Zeadally, University of the District of Columbia, USA
- Shlomo Mark, Sami Shamoon College of Engineering, SCE, Israel
- Suat Ozdemir, Arizona State University, USA
- Suyoto, University Of Atma Jaya Yogyakarta, Indonesia
- Syed Naimatullah Hussain, BTL College of Engineering, India
- Thomas Sri Widodo, University of Gadjah Mada Yogyakarta, Indonesia
- Tom Tofigh, AT&T, USA
- Torab Torabi, La Trobe University, Australia
- Vladimir Kropotov, Bauman University, Russia
- Yali Liu, University of California, USA
- Yang Li, Institute of Computing Technology, Chinese Academy of Sciences, China
- Yi Mu, University of Wollongong, Australia
- Yongho Choi, Jungwon University, Korea





ELSEVIER



Downloads

[Paper Format](#)

[Copyright Form](#)

Guidelines

[Publication Ethics and Malpractice Statement](#)

[Author Guidelines](#)

[Guest Editor Guidelines for Special Issues](#)

© Copyright by Science & Engineering Research Support Society All Rights Reserved.



International Journal of Advanced Science and Technology

[Home](#)[Editorial Board](#)[Journal Topics](#)[Archives](#)[About the Journal](#)[Submissions](#)[Privacy Statement](#)[Contact](#)[Search](#)[Home](#) / [Archives](#) / Vol. 29 No. 10s (2020)

Vol. 29 No. 10s (2020)

Articles

[E-Commerce: A Gateway to Mobilizing Female Entrepreneurs in the Digital Era](#)

Nida Masroor , Muhammad Asim , Saman Hussain

01 - 17

[PDF](#)

[Energy-Saving Behaviour in the Workplace](#)

I Nengah Tela, Zulherman, Desi Ilona, Zaitul

18 - 23

[PDF](#)

[Total Quality Management on Supply Chain Management: A Study on Selected Logistics Companies in Parañaque, Metro Manila, Philippines](#)

Mila Joy J. Martinez, Catherine R. Llave, Caple Jun Lipa

24 - 34

[PDF](#)

[Inquisition of Consumers Prioritization Criteria for Home Purchases in Malaysia using Multi Criteria Decisions Analysis: Does Socio-Cultural Factors Rank Highly](#)

Hendrik Lamsali, Halim Mad Lazim, Kamarul Irwan Abdul Rahim, Wan Nadzri Osman, Mohamed Najib Salleh 35 - 44

[PDF](#)

Changes in Risk-Taking Behavior of Financial System Subjects (Household) in the Digital Era

Fachmi Pachlevi Yandra, Ivana Oktarina Sopacua

45 - 52

 PDF

Moderating Role of Youth Empowerment towards Small and Medium Enterprises and Multidimensional Poverty Index

Musa Mohammed , Rossazana Ab-Rahim

53 - 64

 PDF

The Effects of Endowment, Mental Accounting, and Illusion of Control Biases on Liberal Accounting

Eko Widodo Lo

65 - 72

 PDF

The Effect of Macroeconomic Variables on the Resilience of Islamic Banking in Indonesia

Dimas Bagus Wiranatakusuma, Imamudin Yuliadi, Itmamul Akwan

73 - 92

 PDF

The Employee's Performance: Job Satisfaction of the Organizational Culture and the Leadership Styles

Sri Langgeng Ratnasari, Gandhi Sutjahjo, Adam

93 - 106

 PDF

Factors Influencing the Success of Franchise Industry

Zalena Binti Mohd, Zahira Binti Mohd Ishan

107 - 114

 PDF

Electronic Business Transactions for Millennial Generation

Maria Francisca Lies Ambarwati, Pandapotan Sitompul

115 - 121

 PDF

The Role of Accounting Information Utilization in Mediating the Relationship Between the Accounting Administration and the Benefits of Accounting Information in Small and Medium Enterprises

Femilia Zahra, Muhammad Din, Muhammad Ilham Pakawaru, Masrudin, Jamaluddin 122 - 128

[PDF](#)

Understanding Small Businesses' Social Media Marketing Training Needs in New Zealand

Leonardo Costa Falasca, Inna Piven

129 - 138

[PDF](#)

Assessment of Renewable Electricity Consumption Determinants and its Implications in Malaysia

Azilah Hasnisah, A.A. Azlina

139 - 154

[PDF](#)

The Effect of BPR Critical Success Factors on Business Performance: An Empirical Study on a Malaysian Government Agency

Muhammad Faizal Adnan, Muhamad Khalil Omar

155 - 163

[PDF](#)

A Longitudinal Examination of Greenhouse Gas Reporting Among Public Listed Companies in Malaysia

Faizah Mohd Khalid, Bakhtiar Alrazi, Norhayati Mat Husin, Nor Hashimah Johari, Alhana Othman 164 - 178

[PDF](#)

Solution of Pantograph Differential Equations by Collocation Method using Ortho Exponential Polynomial

Norhayati Rosli, Muhammad Bilal, Iftikhar Ahmad

179 - 187

[PDF](#)

Online Activities in Indonesia Young Generation: The Raise of Mobile Phone Usage

Diena Dwidienawati, Sri Bramantoro Abdinagoro, Dyah Gandasari

188 - 196

[PDF](#)

Digital Business, Frugal Innovation, and Firm Performance by Small and Medium-sized

Enterprises in Developing Countries: Evidence from Indonesia

David Tjahjana, Adler Haymans Manurung, Wibowo Kosasih, Nugroho Juli Setiadi 197 - 208

[PDF](#)

Digital Business, Innovativeness, and Family-Firm Performance: The Moderating Effect of Family Commitment in Small- and Medium-sized Enterprises (SMEs)

David Tjahjana, Adler Haymans Manurung, Wibowo Kosasih, Nugroho Juli Setiadi 209 -217

[PDF](#)

Employment Precariousness Taxonomies – Definition, Dimensions, Influencing Factors and Consequences

Hamad Atiah J Alsulami, Zafir Khan Mohamed Makhbu

218 - 227

[PDF](#)

Banks Efficiency, Ownership Type and Listing Status in Gulf Cooperation Council Countries: A Cross-Countries Analysis

Mohammad Alsharif

228 - 241

[PDF](#)

Effect of Bank Merger on Efficiency using Stochastic Frontier Analysis: The Case of Vietnam

Ta Minh Tri , Nguyen Phuong Anh

242 - 253

[PDF](#)

The Mediating Role of Health Behavioural Change between Knowledge and usage Optimisation to Utilize Public Health Services

Anusuiya Subramaniam, Afriza Hani Mohd Sinon , Vinesh Thiruchelvam 254 - 261

[PDF](#)

Exploring the Factors that Influence the Adoption of Online Pharmacy in Saudi Arabia: A Conceptual Review

Abdullah Ali Alsadoun , Yulita Hanum P Iskandar , Balamurugan tangiisuran 262 - 269

[PDF](#)

Supply Chain Evolution. A Study of Opportunities and Challenges of Virtual Kitchens in Malaysia

Bryan Teoh Phern Chern , Fauziah Binti Sh. Ahmad

270 - 278

[PDF](#)

The Role of Humour in Emotional Intelligence

Munazza Zahra, Daisy Mui Hung Kee , Muhammad Usman
279 - 286

[PDF](#)

Developing a Framework for Augmented Reality Mobile Application Success and World Heritage Sites Sustainability

Tan Gek Siang , Kamarulzaman Ab. Aziz , Zauwiyah Ahmad
287 - 296

[PDF](#)

Perceived Effects of Authentic, Ethical and Servant Leadership Style on Organisational Commitment of the Employees in the Information Technology Sector

Imtiaz Alam , Jugindar Singh Kartar Singh
297 - 306

[PDF](#)

A Study on Identifying the Impact of Work-Life Balance on Innovative Behaviour of Employees: A Moderating Effect of High-Performance Work Systems (HPWS)

Said Juma Al Darmaki , Rosmini Omar
307 - 323

[PDF](#)

Malaysian Small and Medium Enterprises Awareness on the Belt and Road Initiative

Chew Keong-Wai , Poh-Chuin Teo , Theresa C. F. Ho , Mui Yin-Chin , Chu Le-Chong 324 - 331

[PDF](#)

Online versus Offline Entrepreneur Personalities: A Review on Entrepreneur Performance

Nor Asiah Yaakub , Khalil Md Nor , Noriza Mohd Jamal
332 - 346

[PDF](#)

Fostering SMEs Innovation Performance Development in Saudi Arabia Considering Vision 2030

Al-Tayyar, Raed Saud , Abdul Rashid Abdullah , Azmawani Abd Rahman , Mass Hareeza Ali, Mansur Ahmed Kazaure
347 - 356

[PDF](#)

Sustainability Risk Management Using Failure Mode Effect Analysis: Evidence from Malaysia

Shazrul Ekhmar Abdul Razak , Mazlina Mustapha , Nor Aziah Abu Kasim , Sabarina Mohamed Shah 357 - 372

[PDF](#)

Investigating the Behaviour Intention to Participate in Career as a Nature Tourist Guide

Md Khairul Azwan Md Razali , Khatijah Omar , Hazman Samsudin , Muhammad Abi Sofian Abdul Halim 373 - 380

[PDF](#)

The Impact of Soft Skills of Project Managers in Construction Project Performance as the Mediation Role of a Conceptual Project Risk Management

Abdul-Kahar Adam , Nasser Salim Al Saadi , Madya Dr. Norhayati Binti Zakuan 381 - 392

[PDF](#)

Digital Copywriting and Online Business Visibility

Sri Fatiany Abdul Kader Jailani , Syukrina Alini Mat Ali , Erne Suzilla Kassim , Nur Atiqah Rochin Demong , Noor'ain Mohamad Yunus

393 - 399

[PDF](#)

Educating and Motivating Students at A Rural School on The Digital Entrepreneurship as A Potential Career

Syukrina Alini Mat Ali , Erne Suzilla Kassim , Norshima Humaidi , Melissa Shahrom , Norol Hamiza Zamzuri 400 - 411

[PDF](#)

A Conceptual Study on Business Performance Influenced by International Experience, Entrepreneurial Orientation, Company Reputation and its Implications on Competitive Advantage (A Study on Overseas Education Consultation in Indonesia)

Rianto Nurcahyo , Tirta Mursitama , Engkos Achmad Kuncoro , Setyo Hari Wijanto 412 - 414

[PDF](#)



[Make a Submission](#)



ELSEVIER



Downloads

[Paper Format](#)

[Copyright Form](#)

[Special Issue Proposal Form](#)

Guidelines

[Publication Ethics and Malpractice Statement](#)

[Author Guidelines](#)

[Guest Editor Guidelines for Special Issues](#)

© Copyright by Science & Engineering Research Support Society All Rights Reserved.



Employee Performance: Organizational Commitment, Motivation, Work Ability, and Work Environment

Sri Langgeng Ratnasari^{*1}, Herni Widiyah Nasrul², Ishan Nurdin³, Yuli Susilowati⁴,
Sulastri Manurung⁵

^{*1,2,3,4} Postgraduate Program, Universitas Riau Kepulauan, Batam, Kepulauan Riau,
29432, Indonesia

⁵ Faculty of Teacher Training and Education, Universitas Riau Kepulauan, Batam,
Kepulauan Riau, 29432, Indonesia

^{*1} sarisucahyo@yahoo.com, ² herni.widiyahnasrul@gmail.com,

³ ihsan.tumpu76@gmail.com, ⁴ mymariayuli745@gmail.com, ⁵ lastri.manru@gmail.com

Abstract

Employee performance is an interesting topic to study, because employee performance determines company performance. The purpose of this study was to determine and analyze the effect of organizational commitment, work motivation, work ability, work environment on employee performance partially and simultaneously. This type of research is quantitative research. The study population was all permanent employees of PT. Austin Engineering Indonesia 154 employees. The sampling technique uses saturated samples, so that the sample of this study is the same as the population, which is 154 samples. Testing data using multiple linear regression analysis, and hypothesis testing using t test and F test. The result of research based on partial testing shows that organizational commitment affected the employee performance, work motivation affected the employee performance, work ability has affected the employee performance and work environment affected the employee performance. The result of F-test simultaneously showed that organizational commitment, work motivation, work ability, and work environment significantly influence employee performance.

Keywords: *Employee Performance, Organizational Commitment, Work Motivation, Work Ability, Work Environment*

1. Introduction

Organizational success strongly determine in managing human resource commitment. Employee commitment to the organization can determine the achievement of goals, because employees who are highly committed to the organization are more productive. Without strong commitment of the employee, there will be no achievements performed by the employee, Burso (2018). Commitment is a willingness to persist in a course of action and reluctance to change plans, often owing to a sense of obligation to stay the course (Vance, 2006). Commitment as a sense of identification (a trust towards the organization), involvement (willing to engage for work), and loyalty (willingness to stay) performed by a member to his organization (Widiana, 2015).

According to Solong (2017) work motivation is energetic forces growing in an individuals' being, that originate both within as well as beyond himself to do a job passionately through his abilities and skills in order to obtain work results until he achieves satisfaction as he wishes.

Accoding to Pratama and Wardani (2017) work ability is one element of maturity related to knowledge and skills that can be obtained from education, training, and experience. The ability is closely related to the physical and mental abilities possessed by an individual to do the work and not what he wants to do.

According to Sunyoto (2015) the work environment is a very important component when employees doing their working activities. A good management of work environment is able to provide motivation to work, that will affect the employees' performance. A good working environment is one of the factors supporting employee productivity that eventually impact on increasing employees performance levels. The work environment in the company should taken into the management concern to provide a sense of security, comfort, health, and safety at work so that the activities of employees in the production process run well.

According to Masran and Mu'ah (2015) performance is the outcome of an individual as a whole during a certain period in doing his duty, such as work standards, targets or targets criteria that have been determined previously and agreed mutually. The success of an organization with a variety of performance depends on the performance of its participant. It is the human element that plays a very important role and determines success in achieving organizational goals, Prawirosentono and Primasari (2015).

Theoritecally, employee performance is be influenced by several variables including organizational commitment, work motivation, work ability, and work environment. Employee Performance occurs at PT. Austin Engineering definitely can be connected to the variables of the study that drives the researcher to conduct a study entitled "The Effect of Organizational Commitment, Motivation, Work Ability, and Work Environment on the Employees Performance at PT. Austin Engineerin Indonesia."

Based on the background of the problems revealed, the formulation of the research problem is as follows: Does organizational commitment affect the employee performance at PT. Austin Engineering Indonesia? Does work motivation affect the employee performance at PT. Austin Engineering Indonesia? Does work ability affect the employee performance at PT. Austin Engineering Indonesia? Does work environment affect the employee performance at PT. Austin Engineering Indonesia? Do organizational commitment, work motivation, work ability, and work environment affect the employee performance at PT. Austin Engineering Indonesia?

2. Literature Review

2.1. Employee Performance

Performance is a popular term in management that is defined by the term of outcome, work performance. Kasmir (2018) said individual performance is the basis of organizational performance that is strongly influenced by individual characteristics, indivual motivation, expectation, and assessments made by management towards an individual's outcome achievement.

According to Mangkunegara (2017), performance is individual's work achievement to accomplish the tasks assigned. Indicators measuring performance are quality, quantity, time, reducing property values, supervision, and relationship between employees.

Employee performance is the result of work in the form of quality and quantity produced by employees per time period, Ratnasari, Sutjahjo, and Adam (2019).

2.2. Organizational Commitment

Management of human resources in the organization needs to consider the commitment of the employees. Strong commitment of the employee is an indicator to the achievement of organizational goals. Organizations will be easier to achieve goals and targets if employees have strong commitment to the organization.

According to Busro (2018) there are three approaches to organizational commitment, namely:
1) Affective commitment, related to the desire to be attached to the organization of the employees'

positive emotional attachment with the organization. 2) Continuance Commitment, is a need based on the observed cost, (economic and social), of leaving the organization. 3) Normative commitment, is feeling of obligation to remain in the organization because of moral debt to the organization.

2.3. Work Motivation

According to Tegar (2019) motivation is the overall energetic forces within an individual's to initiate work activities that guarantee continuity and provide guidance of activities to achieve the goals. A more systematic view, according to Busro (2018), suggests that the notion of work motivation includes effort, organizational goals, and needs. The effort element is a measure of intensity. Indicator for measuring motivation as follows:

- a) Motivation to reach the goal
 1. Encouragement to achieve good outcome to achieve company goals according to predetermined targets
 2. Motivation to achieve maximum performance.
- b) Passion to work
 1. Employees are eager to work smarter and work hard.
 2. Employees are eager to accomplish the work better and more optimally.
- c) Initiative and Creativity
 1. Employees are given the opportunity to improve their abilities and work skills.
 2. Employees attempt to be more initiative in completing work.
 3. Employees attempt to be creative when having difficulty completing work.
- d)

Responsibility

1. Employees always attempt to be disciplined in doing his work.
2. Employees are responsible for completing the work assigned to them.

2.4. Work Ability

According to Wijaya (2017) work ability is compatibility to show individual capacity to actualize various tasks in work. It is an assessment of what a person is doing recently. The whole ability of individuals is basically formed by two groups of important factors: intellectual and physical abilities.

Indicators measuring work ability are as follows: a)

Intellectual abilities, namely:

1. Understand the work assigned
2. Able to overcome obstacles in his work
3. Having high memory
4. Having high skills in using work equipment

b) Physical abilities, namely:

1. Responsive in doing work
2. Able to work beyond his working hours

3. Able to work even when having poor body condition
4. Able to work faster than other employees.

2.5. Work Environment

A good work environment can increase employee productivity and job satisfaction. According to Siagian (2016), he argues that the benefits of the work environment are creating work passion, that influence in increasing productivity and work performance, in addition work environment can affect employee job satisfaction. Job satisfaction arises as a result of work situations that exist within the company. Job satisfaction reflects the employee's feeling towards the work environment such as being happy or not, being comfortable or not. Work environment indicators according to Hasibuan (2018) are as follows:

- a) The facilities to do work
- b) Comfortable workplace
- c) Safety
- d) Absence of noise

3. Research Methods

The research design is quantitative research in which the data was obtained from research objects, by distributing questionnaires to selected respondents with quantitative analysis methods approaches. This study uses a descriptive design that aims to describe the variables studied and about the dependent variable, thus producing comprehensive information related to the variables studied (Umar, 2019).

3.1. Population of the Study

Sugiyono (2017) argues that population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The population in this study involved 154 permanent workers of PT. Austin Engineering Indonesia.

3.2. Samples of the Study

The sample in this study was 154 employees using saturated samples. According to Sugiyono (2017), saturated sampling is a sampling technique that involves all members of the population as sample, it is used if the population is relatively small, less than 30 or researchers intends to make generalizations with small errors. Another term for saturated samples is census, where all populations are sampled.

3.3. Instrument of the Study

Sugiyono (2017) states that the Likert Scale is used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena. This study uses a Likert Scale then the variables are transcribe into indicator variables.

3.4. Data Analysis Technique

Data was analysed in quantitative. Data analysis is conducted after the data is collected from all respondents. Data analysis techniques in quantitative research used inferential statistics. Inferential statistics often known as inductive statistics or probability statistics techniques used to analyse sample data and the results are applied to populations. These statistics are called probability statistics because the conclusions made for the population based on the sample data.

3.5. Multi Linear Regression

Data analysis in this study used a regression technique namely multiple linear regression analysis. Regression analysis is to determine the effect of independent variables on the dependent variables: Organizational Commitment (X1), Work Motivation (X2), Work Ability (X3), Work Environment (X4) and the dependent variable: employee performance (Y).

The equation of multiple linear regression is as follow, (Sugiyono, 2017): $Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e$ Description:

Y = Employee's Performance

α = Konstanta

X1 = Organizational Commitment

X2 = Work Motivation

X3 = Work Ability

X4 = Work Environment

b1, b2, b3, b4= Coeffisien regression of Independent Variable e=

Error

4. Research Findings

4.1. Multiple Regression Analysis

Based on the results of the data processing, the following multiple linear regression equation is obtained.

Table 1. Regresi Linier Berganda

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-10.853	3.590		-3.023	.003
Organizational Commitment	.228	.064	.213	3.581	.001
Work Motivation	.160	.057	.145	2.789	.006
Work Ability	.346	.059	.337	5.816	.000
Work Environment	.527	.068	.520	7.716	.000

Source of data analysis, 2020

$$Y = -10.853 + 0.228X_1 + 0.160X_2 + 0.346X_3 + 0.527X_4 + e$$

From the above equation it can be concluded that constant coefficient is -10.853 means organizational commitment, work motivation, work ability, and work environment as independent variable studied at PT. Austin Engineering Indonesia, thus it is obtained that there is no significant effect towards employees performance, in which by having the value of employee performance -10.853, if the value of organizational commitment is 0.228, it means that when X1 increases by 1%, thus employee performance will increase 0.228. The value of work motivation is 0.160 means when X2 increases by 1%, then the employee performance will also increase 0.160. if work ability has the value of 0.346 it means when x3 increases by 1%, then the employee performance will increase 0.346. In addition, if the value of work environment has 0.527 means when X4 increases 1%, therefore employee performance also will increase 0.527.

4.2.T-Test (Partial Test)

The t test statistics shows the influence of independent variable individually in describing the variation of the dependent variable. The T test was conducted by comparing the value of t-count with the value of t-table. If the value of t-count > t-table at a significance level $\alpha = 0.05$ from the t value of organizational commitment (X1), Work motivation (X2), Work ability (X3), and work environment (X4), then H_0 is rejected and H_a is accepted, meaning that the independent variable partially has positive on the dependent variable.

Table 2: Partial Result (t Test)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-10.853	3.590		-3.023	.003
Organizational Commitment	.228	.064	.213	3.581	.001
Motivation	.160	.057	.145	2.789	.006
Work Ability	.346	.059	.337	5.816	.000
Work	.527	.068	.520	7.716	.000

Dependent Variable: Employee Performance

Source of data analysis, 2020

Organizational Commitment has a value of t_{count} of 3.581 > 0.677 t_{tabel} , with a significant value 0.001 < 0.05, thus H_0 1 was rejected and H_a 1 was accepted, means organizational commitment has a positive and significant effect on employee performance.

Work motivation has a value of t_{count} of 2.789 > 0.677 t_{tabel} , with a significant value 0.004 < 0.05, then H_0 2 was rejected and H_a 2 was accepted means that work motivation had a positive and significant effect on employee performance.

Work ability has a value of t_{count} of 5.816 > 0.677 t_{tabel} with a significant value 0.000 < 0.05, thus H_0 3 was rejected H_a 3 and was accepted, means that work ability had a positive and significant effect on employee performance.

The work environment has a value of t_{count} of 7.716 > 0.677 t_{tabel} with a significant value H_a 4

0.000 < 0.05, thus H_0 4 was rejected and H_a 4 was accepted, means that work environment had a positive and significant effect on employee performance.

The work environment is an independent variable that is partially the most dominant influence on employee performance.

Based on the results of the t test (partial test) explain previously, it shows that variable organizational commitment, work motivation, work ability, and work environment have a positive effect on the performance of employees of PT. Austin Engineering Indonesia.

4.3.F Test (Sumultan Test)

The F test aims to determine the effect of the independent variables simultaneously on the dependent variable.

Table 3: Simultan Test (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1828.985	4	457.246	87.420	.000b
	Residual	475.974	91	5.230		
	Total	2304.958	95			

- a. Dependent Variable: Employee Performance
- b. Predictors: (Constant), work environment, motivation, work ability, organizational commitment.

Source: Data analysis of the study, 2020

Table 3 shows the F_{count} of 87.42 > 2.47 F_{tabel} and a significant value of 0.000 < 0.05, meaning that H_0 5 is rejected and H_a 5 is accepted. It can be concluded that organizational commitment, work motivation, work ability, and work environment simultaneously have a positive and significant effect on the performance of employees of PT. Austin Engineering Indonesia.

5. Discussion

5.1. Effect of Organizational Commitment on Employee Performance

The result of testing the organizational commitment hypothesis obtained a value of T_{count} of 3.581 is higher than T_{tabel} with df = n-2 = 96-2 namely 0.677 and a significant value of 0.000 < 0.05, then H_0 is accepted, thus test partially, organizational commitment has a positive and significant effect on the employee performance at PT. Austin Engineering Indonesia. This is because organizational commitment can influence for better employee performance. The results of the research supports the results of researcher by Neiniger, et al. (2010), Sutanto (2015), Dadie&Nugraheni (2016), Sapitri (2016), Masydzulhak, Ali, and Anggraeni (2016),

Krisnawati&Suartana (2017), Mekta and Siswanto (2017), Pane and Fatmawati (2017), Rachmaliya and Efendy (2017), Adil, Sendow, and Lumintang (2018), Andyanto, Pratikto and Jaman (2018), Fenia and Adil (2018), Sendow and Lumintang (2018). Andyanto, Pratikto and Jaman (2018), Andriyadi (2018), Mahmudin (2018), Prabayanthi and Widhiyani (2018), Kasumawati and Satria (2019).

5.2. Effect of Work Motivation on Employee Performance

The results of hypothesis testing of work motivation obtained a value of T_{count} of 2.789 bigger when compared to T_{tabel} with $df = 96 - 2 = 94$ namely 0.677 and a significant value of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted, thus in partial test work motivation has a positive and significant effect on the performance of employees of PT. Austin Engineering Indonesia. It is because motivation can influence employee performance results better. These findings are consistent with research by Neiniger, et al., (2010), Marliani (2015), Respatiningsih (2015), Masydzulhak, Ali, and Anggraeni (2016), Nuswanto, Suddin and Ernawati (2016), Umama (2016), Chandrasari (2017), Krisnawati and Suartana (2017), Koleangan, Tewal and Trang (2017), Manik and Sidharta (2017), Setiawan and Siagian (2017), Fenia (2018), Heruwanto, Septian and Kurniawan. (2018), Mariati and Mauludin (2018), Mahmudin (2018), Silalahi, Sunuharyo, and Utami (2018), Yulinda (2018), Kasumalita and Satria (2019), Ratnasari, Sutjahjo, and Adam (2019).

5.3. Effect of Work Ability on Employee Performance

The result of testing hypothesis revealed work ability has positive and significant effect on employee performance obtained a value of T_{count} of 5.816 bigger when compared to T_{tabel} 0.677 and a significant value of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted, thus in the partial test of Work Ability variables has a positive and significant effect on employee performance at PT. Austin Engineering Indonesia. This is because having good work ability enable employee to accomplish the task. In brief, a good individual's work performance will affect employee performance skills. The results of the research support the results by Aisha, Harjomidjojo&Yassierli (2013), Arini, Mukzam and Ruhana (2015), Zaenal (2016), Kontu, Mekel and Moniharapon (2015), Koleangan, Tewal and Trang (2017), Nurhaedah et al, (2018), Kasumandari, Suharto and Silitonga (2018), Aprilia (2018), Setiawan and Siagian (2017).

5.4. Effect of Work Environment on Employee Performance

Based on the result of hypotesting of the research, the work environment has a positive and significant effect on employee performance obtained T_{count} of 7.716 bigger when compared to T_{tabel} 0.677 and a significant value of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted, thus in a partial test the work environment affected the employee performance at PT. Austin Engineering Indonesia. This is due to a clean and comfortable work environment for employees is able to influence employee performance better. The results of this study support the results of research by Malik (2011), Lankeshwara (2016), Heruwanto, Septian and Kurniawan (2018), Putri, et al. (2019), Tankawarouw, et al., (2019).

5.5. The Effect of Organizational Commitment, Work Motivation, Work Ability, and Work Environment on Employee Performance

Based on the results of testing hypothesis in this study, organizational commitment, work motivation, work ability, and work environment simultaneously have a positive and significant

effect on employee performance, the 87.420 is bigger than F-value (table) 2.47 and a significant value of $0.000 < 0.05$, meant H_0 was rejected and H_a was accepted, thus the F test simultaneously influenced the employee performance at PT. Austin Engineering Indonesia. This is because organizational commitment, work motivation, work ability, and work environment can improve employee performance thus the company's goals, vision and mission can be achieved and in line with the organization's targets. The research findings support the research results of Sambira (2017), Pratama and Wardani (2017).

6. Conclusion

From the research findings, the conclusion was drawn as follow: Organizational Commitment had a positive effect on the employee performance at PT. Austin Engineering Indonesia, Motivation had a positive effect on the employee performance at PT. Austin Engineering Indonesia, Work Ability had a positive effect on the employee performance at PT. Austin Engineering Indonesia, Work Environment had a positive effect on the employee performance at PT. Austin Engineering Indonesia, Organizational Commitment, Motivation, Work Ability, and Work Environment simultaneously had a positive effect on the employee performance at PT. Austin Engineering Indonesia.

7. Suggestion

Based on the conclusions and results of the study, suggestions can be given as follows: it is expected that the company can continue to maintain employees who have a strong organizational commitment in order to improve performance and create loyal employees so as to maintain the performance owned by the employees thus the company's goals, vision and mission can be achieved. To improve employee performance can be done by providing motivation for employees in order to improve their work performance, be creative, and responsible in doing his work. PT. Austin Engineering Indonesia is expected able to maintain work performance possessed by its employees which is shown through their good work ability, creativity, responsible in completing their work. Therefore, training is required to improve the quality of the company. The company also should improve the atmosphere of good work environment in improving the quality of employee performance, especially in term of the placement of equipment that can distract employees activities, one of them is air pollution. Employees' performance need to be maintained, or improved to increase productivity and satisfying results and quality.

8. References

- [1] Adil VM, Sendow GM, Lumintang G. 2018. Pengaruh Komitmen Organisasional, Disiplin kerja dan Kompensasi Non Finansial terhadap Kinerja Karyawan Pada Dinas Ketenagakerjaan dan Transmigrasi Prov. Sulawesi Utara. *Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi (EMBA)*. Vol 6, No 4. Hal. 3733-3742.
- [2] Aisha A N., Hardjomidjojo P and Yassierli. 2013. Effects of Working Ability, Working Condition, Motivation and Incentive on Employees Multi-Dimensional Performance. *International Journal of Innovation, Management and Technology*. Vol.4. Issue 6. Pp. 605-609.
- [3] Andyanto, D J., Pratikto, H., & Jaman, I W. 2018. The Effect of Organizational Commitment and Organizational Culture on Employee Performance through Employee Satisfaction (Study of Gondanglegi Islamic Hospital of Malang). *European Journal of Business and Management*. P-ISSN: 2222-1905, e-ISSN: 2222-2839. Vol.10, No.8.
- [4] Andriyadi A. 2018. Peran Intensi Turnover dan Komitmen terhadap Kinerja Karyawan Group Indonesia. Tesis. Bogor: Institut Pertanian Bogor. Program Pascasarjana.
- [5] Aprilia LR. 2018. Pengaruh Kemampuan dan Motivasi Kerja terhadap Kinerja Karyawan di Hotel Isola Resort & Meeting Services. *Tourism and Hospitality Essentials (THE) Journal*. Vol 8, No 1. Hal. 15-24.
- [6] Arini KR, Mukzam MD, Ruhana I. 2015. Pengaruh Kemampuan Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan (Studi Pada Karyawan PT. Perkebunan Nusantara X Pabrik Gula Djombang Baru). *Jurnal Administrasi Bisnis*. Vol 22. No. 1. Hal. 1-9.

- [7] Busro M. 2018. *Teori-Teori Sumber Daya Manusia*. Jakarta: Prenadamedia Group.
- [8] Chandrasari F. 2017. Pengaruh Iklim Organisasi, Motivasi dan Kedisiplinan yang Diperkuat oleh Skills terhadap Kinerja Karyawan LPPKS Indonesia. *Jurnal Bisnis Teori dan Implementasi*. Vol 8, No 2. Hal. 145-160.
- [9] Dadie CIB, Nugraheni R. 2016. Analisis Pengaruh Komitmen Organisasi dan Kepemimpinan terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening (Studi Pada PT. Madu Baru Bantul Yogyakarta). *Jurnal Studi Manajemen dan Organisasi*. Vol 13, No 1. Hal. 1-13.
- [10] Fenia, Selvi Zola. 2018. Pengaruh Motivasi Kerja, Pelatihan Dosen Dan Komitmen Organisasi Terhadap Kinerja Dosen Pada Sekolah Tinggi X Di Sumatera Barat. *Jurnal Benefita*. Vol.3. No.1. Hal. 1 -13.
- [11] Hasibuan M. 2018. *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: PT. Bumi Aksara.
- [12] Heruwanto J, Septian D, Kurniawan EN. 2018. Pengaruh Motivasi dan Lingkungan Kerja terhadap Kinerja Karyawan. *Jurnal Manajemen Kewirausahaan*. Vol 15, No 2. Hal. 171 -182.
- [13] Kasumandari G T., Suharto, Silitongga P E S. 2018. The Effect Of Communication And The Ability Of Employee Performance Through Motivation In PT.CGGS Indonesia. *International Journal of Business and Applied Social Science (IJBASS)*. Vol.4. Issue 6. Pp.19-33.
- [14] Koleangan JC, Tewal B, Trang I. 2017. Pengaruh Motivasi Kerja, Gaya Kepemimpinan dan Kemampuan Individu di Rektorat Universitas Sam Ratulangi Manado (Studi Pada Biro Akademik dan Kemahasiswaan). *Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*. Vol5. No.3. Hal. 4355-4364.
- [15] Kontu O, Mekel P, Moniharapon S. 2015. Pengaruh Pendidikan, Kemampuan Kerja dan Kompensasi terhadap Kinerja Pegawai Pada Kantor Dinas Sosial Kota Manado. *Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*. Vol 3, No 1. Hal. 748-759.
- [16] Krisnawati N, Suartana I. 2017. Pengaruh Kompetensi Karyawan, Motivasi Kerja, Komitmen Organisasi, Kemampuan Teknik Personal terhadap Kinerja Sistem Informasi Akuntansi. *Jurnal Akuntansi Universitas Udayana*. Vol 21, No 3. Hal. 2539-2566.
- [17] Kusumalita GN, Satria IBH. 2019. Pengaruh Motivasi Kerja, Komitmen Organisasional dan Kepemimpinan Transformasional terhadap kinerja Pegawai kontrak. *Jurnal Manajemen*. Vol 8, No 7. Hal. 4704-4730.
- [18] Lankeshwara P. 2016. A Study on The Impact of Workplace Environment on Employee's Performance: With Reference To The Brandix Intimate Apparel Awissawella. *International Journal of Multidiciplinary Studies (IJMS)*. Vol.13. Issue 1. Pp. 47-57.
- [19] Mahmuddin Y. 2018. Pengaruh Pengalaman, Komitmen, Motivasi Kerja terhadap Kinerja Pegawai pada Dinas Pendidikan Kota Padang. *Jurnal Ekonomi, Bisnis dan Teknologi*. Vol 7, No 2. Hal. 82-92.
- [20] Malik M I. 2011. A Study of Work Environment and Employees Performance In Pakistan. *African Journal of Business Management*. Vol.5. Issue 34. Pp.27-32.
- [21] Mangkunegara AP. 2017. *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya.
- [22] Manik, E&Sidharta, I. 2017. The Impact of Motivation, Ability, Role Perception on Employee Performance and Situational Factor as Moderating Variable of Public Agency in Bandung, Indonesia. *International Journal of Management Science and Business Administration*. Vol.3. Issue 4. Pp.65-73.
- [23] Mariati & Mauludin H. 2018. The Influence of Organizational Culture And Work Motivation on Employee Performance, Job Satisfaction As Intervening Variable (Study On Secretariat Staff Of Pasuruan Regency). *IOSR Journal of Business and Management (IOSR-JBM)*. E-ISSN: 2278-487X. p-ISSN: 2319-7668. Vol. 20, Issue 8. Pp.30-39.
- [24] Marliani S. 2016. Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan. (Studi pada karyawan PT. Bank Negara Indonesia Persero Tbk). *Jurnal Buana Akuntansi*. Vol 1, No 1. Hal.47-75.
- [25] Masran dan Mua'h. 2017. *Manajemen Sumber Daya Manusia Profesional*. Sidoarjo: Zifatama Publisher.
- [26] Masydzulhak, Ali H., and Anggraeni, L D. (2016). The Influence of Work Motivation and Job Satisfaction on Employee Performance and Organizational Commitment Satisfaction as an Intervening Variable in PT. Asian Izusu Casting Center. *Quest Journals. Journal of Reseach in Business and Management*. Vol. 4, Issue 10. Pp.0110.
- [27] Mekta H, Siswanto. 2017. Pengaruh Kepuasan Kerja dan Komitmen Organisasi terhadap kinerja Karyawan PT. Indra Kelana Yogyakarta. *Jurnal Profita Kajian Ilmu Akuntansi*. Vol 5, No 2. Hal. 1-8.
- [28] Neining, Alexandra., Lehmann, Nale., & Willenbrock. 2010. Effects of Team And Organizational Commitment-A Longitudinal Study. *Journal of Vocational Behavior*. Vol.76. Issue 1. Pp.567-579.
- [29] Nurhaedah, Mardjuni, Saleh. 2018. Pengaruh Kemampuan Kerja dan Motivasi Kerja Terhadap Kinerja PT. Semen Tonasa Kabupaten Pangkep. *Jurnal Ilmu Administrasi*. Vol 7, No.1. Hal. 11 -21.

- [30] Nuswantoro AB, Suddin A, Ernawati. 2016. Pengaruh Motivasi dan Budaya Organisasi Terhadap Kinerja Karyawan Dengan Kompensasi sebagai Variabel Moderasi. *Jurnal Manajemen Sumber Daya Manusia*. Vol 10, No 1. Hal.67-75.
- [31] Pane SG, Fatmawati. (2017). Pengaruh Komitmen Organisasi terhadap Kinerja Pegawai Pada Badan Pertanahan Nasional Kota Medan. *Jurnal Riset Manajemen dan Bisnis*. Vol 2, No 3. Hal.67-79.
- [32] Prabayanthi PA, Widhiyani. 2018. Pengaruh Profesionalisme, Budaya Organisasi dan Komitmen Organisasi Terhadap Kinerja Auditor. *Jurnal Akuntansi Universitas Udayana*. Vol 22, No 2. Hal.1059-1084.
- [33] Pratama AA, Wardani. 2017. Pengaruh Kemampuan Kerja dan Semangat Kerja Terhadap Kinerja Karyawan melalui Kepuasan Kerja (Studi Kasus Bank Syariah Mandiri Kantor Cabang Kendal). *Jurnal Ekonomi dan Perbankan Syariah*. Vol 8, No 2. Hal. 119-129.
- [34] Prawirosentono S dan Primasari D. 2015. *Manajemen Sumber Daya Manusia (Kinerja dan Motivasi Karyawan)*. Yogyakarta: BPFE.
- [35] Putri E M., et al. 2019. The Effect of Work Environment On Employee Performance Through Work Discipline. *International Journal Of Research-Granthaalayah*. Vol.7. Issue 4. Pp.132-140.
- [36] Rachmaliya, N S & Efendy H. 2017. Analysis of Employee Performance, Organization Culture, Work Satisfaction and Organization Commitment. *Human Resouce Research*. ISSN 2329-9150. Vol.1, No.1. pp. 41-57.
- [37] Ratnasari, S L., Sutjahjo, G., and Adam. 2019. Employees' Performance: Organizational Culture and Leadership Style Through Job Satisfaction. *Humanities & Social Sciences Reviews*. Vol.7. Issue5. Pp.597-608.
- [38] Ratnasari, S L., Sutjahjo, G., and Adam. 2019. The Contribution of Competence, Motivation, And Creativity Towards Teacher's Performance Through Work Satisfaction. *International Journal of Engineering and Advanced Technology*. Vol.8. Issue5C. Pp.145-149.
- [39] Respatiningsih I, Sudirjo F. 2015. Pengaruh Komitmen Organisasi, Motivasi, Kapabilitas dan Kepuasan Kerja terhadap Kinerja Pegawai. *Jurnal Ilmiah Universitas 17 Agustus 1945 (UNTAG)*. Semarang. Vol 4, No 3. Hal.56-68.
- [40] Sambira M. 2017. Pengaruh Disiplin Kerja, Motivasi Kerja dan Lingkungan Kerja terhadap Kinerja Pegawai Pada Kantor Penghubung Buton (Tesis). Kendari: Universitas Halu Oleo Program Pascasarjana.
- [41] Sapitri R. 2016. Pengaruh Komitmen Organisasi terhadap Kinerja Karyawan Perusahaan Listrik Negara Area Pekanbaru. *Jurnal Online Mahasiswa (JOM) Fisip*. Vol 3, No 2. Hal. 1-9.
- [42] Setiawan AH, Siagian H. 2017. Pengaruh Kemampuan dan Motivasi Kerja terhadap Kinerja Karyawan Pada CV. Sinar Agung. *Jurnal Agora Mahasiswa Manajemen Bisnis*. Vol 5, No 3. Hal. 1-9.
- [43] Siagian, Sondang P. 2016. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- [44] Silalahi JH, Sunuharyo BS, Utami HN. 2018. Pengaruh Motivasi Kerja dan Kemampuan Kerja terhadap Kinerja Karyawan (Studi Pada Karyawan PT. RHB Securities, Indonesia). *Jurnal Administrasi Bisnis*. Vol. 61 No 4. Hal. 125-132.
- [45] Sugiyono. 2017. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: CV. Alfabeta.
- [46] Sunyoto S, Sodik MA. 2015. *Dasar Metodologi Penelitian*. Cetakan ke-1. Yogyakarta: Literasi Media Publishing.
- [47] Solong A. 2017. *Pengembangan Jati Diri dan Motivasi Kerja Aparatur Melalui Komitmen dan Budaya Organisasi*. Ed ke-1. Yogyakarta: Deepublish (Group CV. Budi Utama).
- [48] Sutanto EM. 2015. Pengaruh Komitmen Organisasional Terhadap Kinerja Karyawan berdasarkan Karakteristik Individual. *Jurnal Bisnis dan Manajemen*. Vol 9, No 1. Hal. 56-70.
- [49] Tangkawarouw KC, Lengkong VPK, Lumintang GG. 2019. Pengaruh Lingkungan Kerja dan Kemampuan Kerja terhadap Kinerja Karyawan PT. Surya Wenang Indah. *Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*. Vol 7 No 1: 371-380.
- [50] Tegar N. 2019. *Manajemen SDM dan Karyawan (Strategi Pengelolaan Sumber Daya Manusia dan Karyawan Dengan Pendekatan Teoretis dan Praktis)*. Yogyakarta: Quadrant.
- [51] Umama AH. 2016. Pengaruh Motivasi Kerja dan Kemampuan Kerja terhadap Kinerja karyawan (Studi Pada Perusahaan Nety Collection di Malang). *Jurnal Sains Manajemen*. Vol 2, No 2. Hal. 27-39.
- [52] Umar H. 2019. *Metode Riset Manajemen Perusahaan*. Jakarta: PT. Gramedia Pustaka Utama.
- [53] Widiana. 2015. *Variabel dan Indikator Yang Mempengaruhi Komitmen dan Kinerja Organisasi Pemerintahan*. Surabaya: Ubhara Manajemen Press.
- [54] Wijaya C. 2017. *Perilaku Organisasi*. Medan: Lembaga Peduli Pengembangan Pendidikan Indonesia.

- [55] Vance, R.J. 2006. Employee Engagement and Commitment: A Guide to Understanding, measuring and increasing engagement in your organization. USA: SHRM Foundation.
- [56] Yulinda, Rozziana. 2018. Pengaruh Kepemimpinan, Motivasi dan Lingkungan Kerja terhadap Kinerja Karyawan. Journal of Applied Managerial Accounting. Vol 2, No 1. Hal. 26-40.
- [57] Zainal. 2016. Pengaruh Kemampuan Kerja, Pengalaman Kerja dan Disiplin Kerja terhadap Kinerja Pegawai Negeri Sipil (PNS) Pada Kantor Kecamatan Bahodopi Kabupaten Morowali. Jurnal Katalogis. Vol4, No 6. Hal. 839-890.