International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

The Effect Of Organizational Commitment On Employee Performance At The Regional Library And Archives Agency Of Jambi Province

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Abstract

This study aims to analyze the effect of organizational commitment on employee performance at the Regional Library and Archives Agency of Jambi Province. This research employed a quantitative approach with an associative design. Data were collected through questionnaires distributed to 60 employees as respondents. Organizational commitment was measured through three dimensions, namely affective commitment, continuance commitment, and normative commitment, while employee performance was measured based on work quality, work quantity, timeliness, effectiveness, and responsibility. Data were analyzed using descriptive analysis, simple linear regression, t-test, and coefficient of determination. The results showed that organizational commitment was categorized as high, with an average score of 3.99, while employee performance was also categorized as high, with an average score of 4.02. The simple linear regression analysis produced the equation Y = 11.284 + 0.721X, indicating a positive effect of organizational commitment on employee performance. The t-test results showed a t-value of 7.923, which was greater than the t-table value of 2.002, with a significance level of 0.000 < 0.05. Therefore, the null hypothesis was rejected and the alternative hypothesis was accepted, indicating that organizational commitment has a positive and significant effect on employee performance. The coefficient of determination (R^2) was 0.520, meaning that organizational commitment explains 52.0% of the variation in employee performance, while the remaining 48.0% is explained by other factors not examined in this study. These findings indicate that strengthening organizational commitment can contribute to improving employee performance at the Regional Library and Archives Agency of Jambi Province.

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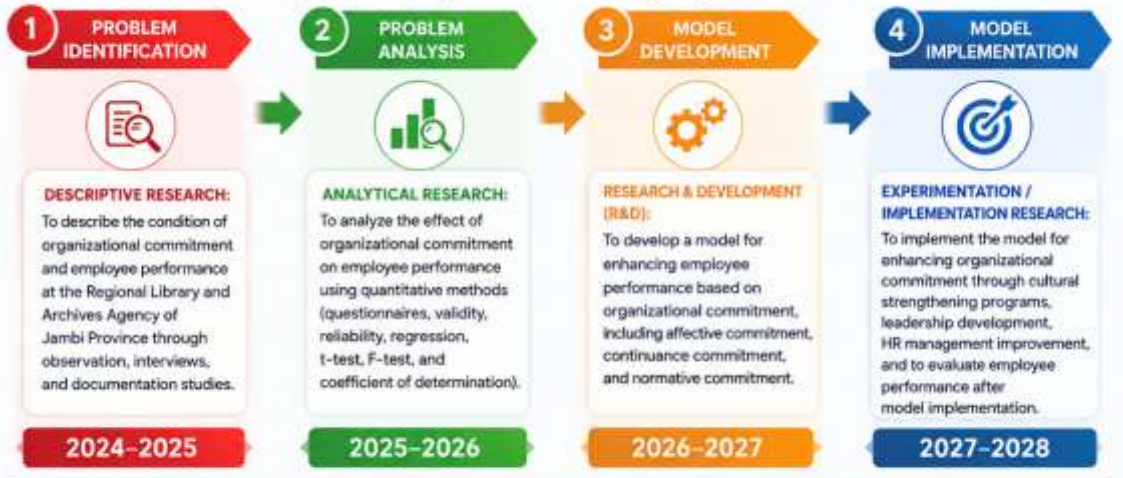
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Keywords: Organizational Commitment; Employee Performance; Human Resource Management; Public Sector; Jambi Province

INTRODUCTION

Human resources play an important role in determining the success of an organization, particularly in public sector institutions that are directly involved in providing services to the community. The Regional Library and Archives Agency of Jambi Province is one of the regional government organizations responsible for library and archival affairs. The institution has a strategic role in supporting literacy development, providing information resources, managing library materials, and administering archives within the Jambi Provincial Government. In carrying out these responsibilities, the organization requires human resources who possess adequate competence, responsibility, discipline, and commitment to the organization. Employees are an essential element in organizational success because the implementation of public services depends significantly on the quality of human resources available.

Figure 1.1 Research Roadmap 2024–2028
The Effect of Organizational Commitment on Employee Performance at the Regional Library and Archives Agency of Jambi Province



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The implementation of library and archival services requires employees to demonstrate responsibility, discipline, accuracy, teamwork, and a willingness to provide optimal services. Employee performance is therefore an important factor in ensuring that organizational tasks and public services can be carried out effectively and in accordance with organizational objectives. Employee performance can be reflected through the quality and quantity of work, timeliness, effectiveness in utilizing resources, and responsibility in performing assigned duties. Consequently, understanding the factors associated with employee performance is important for organizations seeking to improve the effectiveness of their human resource management.

One factor that is considered important in relation to employee performance is **organizational commitment**. Employees with strong organizational commitment are expected to have a sense of belonging toward the organization, accept its values and objectives, and demonstrate a willingness to make their best contribution in carrying out their responsibilities. Organizational commitment consists of affective commitment, continuance commitment, and normative commitment. Affective commitment reflects employees' emotional attachment to the organization, continuance commitment relates to their consideration of remaining in the organization, while normative commitment reflects their sense of obligation toward the organization. Employees who possess these forms of commitment are expected to demonstrate greater involvement and responsibility in performing their work.

Previous studies have generally indicated a positive relationship between organizational commitment and employee performance. Djohan and Surya (2023) found that organizational commitment had a positive and significant effect on employee performance at PT Bank Pembangunan Daerah Bali, Badung Branch. Similarly, Coryka and Wibawa (2023) reported that organizational commitment had a positive and significant effect on performance at the Bali Provincial Investment and One-Stop Integrated Services Agency (DPMPTSP). Annisa and Mahyarni (2023) also found that organizational commitment affected employee performance at the Regional Office of the Ministry of Religious Affairs of Riau Province. Furthermore, Rajasa and Supartha (2024) found a positive and significant relationship between organizational commitment and performance at Bank Indonesia Bali Branch.

However, previous findings have not been entirely consistent. Rosyada, Kurniawan DP, and Yeni (2024), in their study at the National and Political Unity Agency of South Sumatra Province, found that organizational commitment did not have a positive and significant partial effect on employee performance, although organizational

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commitment and job satisfaction simultaneously affected performance. This difference in findings indicates that the relationship between organizational commitment and employee performance remains relevant for further investigation, particularly in public sector organizations with different organizational characteristics and work environments. Therefore, research focusing on the Regional Library and Archives Agency of Jambi Province is important to provide empirical evidence regarding the effect of organizational commitment on employee performance in this specific public sector context.

Based on this background, this study aims to determine and analyze the effect of organizational commitment on employee performance at the Regional Library and Archives Agency of Jambi Province. The study is expected to provide empirical evidence concerning the relationship between organizational commitment and employee performance and to serve as input for the organization in formulating strategies to strengthen employee commitment and improve performance.

CONCLUSION

Based on the results of the data analysis and discussion regarding the effect of organizational commitment on employee performance at the Regional Library and Archives Agency of Jambi Province, several conclusions can be drawn.

First, the level of **organizational commitment** among employees at the Regional Library and Archives Agency of Jambi Province is categorized as high, with an average score of **3.99**. Among the three dimensions of organizational commitment, **affective commitment** obtained the highest average score of **4.08**, indicating that employees' emotional attachment to the organization is the strongest aspect contributing to their organizational commitment. Meanwhile, continuance commitment and normative commitment also obtained high average scores of **3.86** and **4.02**, respectively.

Second, **employee performance** at the Regional Library and Archives Agency of Jambi Province is also categorized as high, with an average score of **4.02**. The responsibility indicator obtained the highest average score of **4.16**, while the timeliness indicator obtained the lowest average score of **3.87**. Nevertheless, all employee performance indicators remain within the high category.

Third, the results of the **simple linear regression analysis** show the regression equation **Y = 11.284 + 0.721X**. The positive regression coefficient of 0.721 indicates that organizational commitment has a positive effect on employee performance. In other words, an increase in organizational commitment tends to be accompanied by an increase in employee performance. The t-test further confirms this relationship, with a

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calculated t-value of **7.923**, which is greater than the t-table value of **2.002**, and a significance value of **0.000 < 0.05**. Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, confirming that **organizational commitment has a positive and significant effect on employee performance** at the Regional Library and Archives Agency of Jambi Province.

Furthermore, the coefficient of determination (**R^2**) is **0.520**, indicating that organizational commitment explains **52.0%** of the variation in employee performance. The remaining **48.0%** is explained by other factors that were not examined in this study, such as work motivation, work environment, leadership, work discipline, competence, job satisfaction, and other relevant factors.

Overall, the findings demonstrate that strengthening organizational commitment is an important factor in improving employee performance at the Regional Library and Archives Agency of Jambi Province. The organization can therefore continue to strengthen employees' emotional attachment, sense of responsibility, and commitment to organizational goals as part of its human resource management strategy.

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