EFFECT OF ORGANIZATION COMMITMENTS AND ORGANIZATION CULTURE ON THE PERFORMANCE OF EMPLOYEES IN GARUDA PLAZA HOTEL MEDAN

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Abstract
This study aims to determine whether the Influence of Organizational Commitment and Organization Culture, partly and simultaneously influence employee performance At Garuda Plaza Hotel Medan. The study population was part Food & Beverages (F & B) and the front office, with the sample used as many as 65 people. Sample selection is done by using sampling techniques saturated. The study used two independent variables, Organizational Commitment and organizational culture, while the dependent variable is employee performance. The data have been collected and analysed by the data analysis method first performed classical assumption test before hypothesis test. Testing the hypothesis in this study using multiple linear regression, t test and F test. The results obtained from this study showed that partially Organization commitments had no significant effect on employee performance and organizational culture significantly influence employee performance at Garuda Plaza Hotel Medan. Simultaneously, Organization commitment and Organization Culture significant effect on employee performance at Garuda Plaza Hotel Medan.

Keywords: Commitment, Organizational Culture, Performance

INTRODUCTION
Business growth and competition is getting tighter with the advent of the Human Resources new and competent requires companies to be able to select employees to join the company, the quality of human resources owned by the company will make it easy for companies to be able to achieve the goal which are expected.

In the organization, human resources is a major achievement to reach the goals set. Quality human resources will help promote the organization as a forum to achieve the goals and progress of the company. Because after review, that the human resource potential and the quality is the basic capital of the company which brought the company to the goal of success. In order to make progress and achieve the goals that have been set, a company needs to move and monitor its employees to be able to develop all of its capabilities.

With a rapidly growing hospitality industry makes the competition between companies is getting tougher hospitality services and seize customers and retain the existing market share. Employees are the company's main asset becoming active participants of each organization's activities. Employees have feelings, thoughts, desires, status, educational background, age, and gender are different are brought into the company. Employees are not machines and the money is passive and can be controlled and regulated fully in achieving the objectives of the company, but the company's valuable asset that must be maintained properly. Therefore, employers and employees should be able to work together to realize the job description and job performance in every work so as to improve employee performance.

In general, the organization's performance is influenced by the performance of employees. Through the performance of human resources management, the company provides jobs in the company with the company's needs so that performance can be resolved efficiently
and effectively in accordance with the company's goals. Employee performance is directed through many organizational commitments and organizational culture of its members. Performance by Wahyudi (2016) is the result of both quality and quantity of human resources unity is based on the period of time in performing work in accordance with the responsibilities given.

Performance basically be defined as a person's success in carrying out a job. Factors that may affect the performance of that effectiveness and efficiency, authority and responsibility, discipline, initiative. Organizational commitment is an agreement to do something for yourself, other individuals, groups or organizations. While the organizational culture is what is perceived by employees and how the perception of creating a pattern of beliefs, values, and expectations. Organizational commitment is an attitude or behavior which every individual is individual. In achieving the company's success, a strong work commitment is desirable for the employee to contribute their best to the organization. The role of the organization's commitment to the company aims to affect the confidence of workers in the mission and objectives of the company as well as the desire to develop business in the settlement. Sopiah (2008: 155) defines organizational commitment as the degree in which employees believe and accept the organization's goals and will stay or not will increase the organization.

Organizational culture needed by the company to support the activities and objectives of the company. Kokasih (2014) Organizational culture is a habit that has lasted a long time and used and applied to life as a work activity one of the drivers to improve the quality of work of employees and managers.

Their organizational culture is influenced by several driving factors, both internal and external. Factors that can influence organizational culture that rules of behavior, norms, dominant values, philosophy, rules and organizational climate. Expectations, values, and attitudes shared an impact on the individual, group and organizational processes. This influence is caused by the characteristic that distinguishes one individual with another individual.

Garuda Plaza Hotel Medan, is a company engaged in the field of specialty services. Garuda Plaza Hotel Medan is located at JL. Sisingamangaraja No. 18 Terrain. Services provided by the employee will affect the continuity of the company. Based on the pre-research, it has been reported that it has been involved in the work of its leader. Organizational culture issues found downward trend characterized by a lack of understanding and awareness of employees of the organizational culture as a company employee by greeting greeting set by the company, employees who are not responsible for completing the task and values that never was gradually fading as the young should respect the old, longer work with the new work.

DESCRIPTION THEORETICAL

1. **Employee performance**

The success of an organization is influenced by the performance of the employee (job performance), for which each company will try to improve the performance of employees in achieving organizational goals that have been set. Performance is the result of an employee during a certain period in comparison with the standard range of possibilities eg, target or targets, or criteria that have been determined in advance and agreed.

According Mangkunagara (2013: 67) Performance is the result of the quality and quantity of work achieved by someone employee in performing their duties in accordance with the responsibilities given to him. According to Miner in Sutrisno (2010: 170) the performance is how a person is expected to work and behave in accordance with the tasks that have been assigned to him.
According Helfert in Veithzal Rival (2009: 604) is a display state performance as a whole over the company for a certain period of time, the result or achievement is influenced by the company 'operations in harnessing the resources possessed.

So based on the definition above it can be concluded that the performance is the value or result in quality and quantity of work accomplished by an employee and for giving out the contribution to the objectives, measures and assessment of positive and negative at the completion of organizational objectives.

According to Prawirosentono in Sutrisno (2010: 176) the factors that affect the performance of employees is as follows:
1) Effectiveness and Efficiency
2) Authority and Responsibility
3) Discipline
4) Initiative

Demands to develop a model of organizational performance measurement, in addition driven by social and technological strength as well as by their pragmatic view of the discrepancy between the company and organizational performance measurement model.

According Bernardin and Russel in Sutrisno (2010: 179) some measurement of employee performance
1) Quality
2) Quantity
3) Punctuality
4) Cost effectiveness
5) Need supervision
6) The impact of interpersonal

2. Organizational commitment

Everyone who works in a company or organization, must have a commitment to work because if a company's employees do not have an organizational commitment to work, then the purpose of the company or organization will not be achieved. According Gunlach in Sutrisno (2010: 292) states the organization's commitment as a guarantee and promise either explicitly or implicitly on the sustainability of the relationship between the partners in exchange Schur. While Wahyudi (2016) According to the organization's commitment confidence level employees to accept organizational goals so eager to stay and become part of the organization.

According Kokasih (2014) defined organizational commitment as a desire impartially where an individual organization as well as the goals and desires to retain membership in the organization. According Mowday, steers, and porter in Sutrisno (2010: 295) states the organization's commitment as an effort to achieve its power for the benefit of the organization and interest to remain a part of the organization. In organization, the commitment is often associated with job satisfaction. The assumption higher employee satisfaction will be higher the work commitment.

According Luthans in Sutrisno (2010: 296) says that organizational commitment is determined by the variable of personal and organizational variables. Personal variables include age, tenure in the organization, and the position of individuals such as positive or negative affective, and control of both internal and external attribution. While the organizational variables include the design of work tasks and supervisor leadership style.
So from the above definition can be concluded several organizational commitment is an attitude of employee loyalty towards the organization and also a process of expressing your attention and participation to the organization. The organization's commitment is important for the organization, especially to maintain the continuity and phase to the destination.

Commitment organizations that have applied and serve as guidelines for employees to continue to increase the loyalty of its work greatly influenced various factors in its achievement. Factors that influence organizational commitment in the organization according to Stum in Sofia (2008) as follows:
1. culture of openness
2. Job satisfaction
3. Personal opportunity to thrive
4. directions organizations
5. Awards work according to the needs.

Organizational commitment is a sense of confidence to companies whose size is influenced by several supporting indicators.

According to Mayer, Allen and Smith in Sopiah (2008: 157) suggests that there are three indicators of organizational commitment, namely:
1) Affective commitment (affective commitment)
2) Ongoing commitment (continuance commitment),
3) Normative commitment (Normative commitment)

3. Organizational culture

Organizational culture is a system of shared meaning held by members that distinguishes the organization and other organizations. Culture is derived from the Sanskrit "budhayah" which means to sense everything, to culture is the human way of life which is based on the value of the excellent manners and is the nature of the habits and the driving force that gives a positive power in humans to always be successful. Organizational culture is a system of shared meaning is held by members that distinguishes the organization and other organizations. Organizational culture is concerned with how employees are preparing for the characteristics of the culture for an organization, rather than by what they liked it or not culture. An organizational culture and moral beliefs and practices adopted jointly by all members of the organization. Every organization has an organizational culture that affects all aspects of the organization and the behavior of its members individually dam k mudian group that determines the performance of members and organizations.

According Sutrisno (2010: 2) states the organizational culture as a system device values (value), beliefs (beliefs), assumptions (Assumptions), or norms that have long been in force, agreed upon and followed by members of a organization as a code of conduct and solving the problems of the organization. According to Robbins and Judge in Juliansyah (2013: 151) states that organizational culture is a system of shared meanings of the values of the primary that are shared and respected organizations, which function creates a clear distinction between one organization to another, creating a sense of identity for members organization, facilitating the emergence of a collective commitment to the organization, the improvement of the stability of the social system, as well as the control of the organization. According to Tunstall in Wirawan (2007: 9) organizational culture is a constellation overview of beliefs, customs, values, norms of behavior, regulates the activity pattern and dab organizational action, and describe patterns of implicit, behavioral, and which widened the emotions that arise in the characteristics of the organization.
According to Tunstall in Wirawan (2007: 9) organizational culture is a constellation overview of beliefs, customs, values, norms of behavior, and ways of doing business unit for any organization that regulates the activity pattern and organizational action, and describe patterns of implicit, behavioral, and which widened the emotions that arise in the characteristics of the organization.

According Luthans in Juliansyah (2013: 164) states that the factors affecting organizational culture are:

1) Observed behavioral regularities (Rules of behavior)
2) Norms (Norms)
3) Dominant values (Values are dominant)
4) Philosophy (philosophy)
5) Rules (Regulations)
6) Organizational climate (Organizational climate)

As for the indicators of organizational culture by Wirawan (2007: 129) is as follows:

1. Implementation of values
2. Implementation norms
3. Belief and philosophy
4. Implementation of the code of ethics
5. Implementation of the ceremony
6. The history of the organization

RESEARCH METHODS

The research approach used in this research is quantitative method associative. According Azuar and Irfan (2015: 86) says that the associative study aims to analyze the problems of the relationship of a variable with another variable. The study population was part Food & Beverages (F & B) and the front office, with the sample used as many as 65 people. Sample selection is done by using sampling techniques saturated.

The study used two free variables Organizational Commitment (X1), organizational culture (X2), while the dependent variable is employee performance (Y). The data have been collected and analyzed by the data analysis method first performed classical assumption test before hypothesis test. Testing the hypothesis in this study using multiple linear regression t test partial and simultaneous F test with a significance level of 5%.

RESULTS AND DISCUSSION

A. Classic assumption test

In the multiple linear regression is known by several classical assumption of linear regression or also known BLUES (Best Linear Estimation unbiased). Simple classic assumption test aims to identify whether the regression model is a good model or not. There are some classic assumption test, namely:

1) Normality Test Data

Normality test aims to see whether the regression model, the independent variables and the dependent variable or both distributed normally. A good regression model has a normal data distribution close to normal. Below normal image PP plot to study the normality test:
In the picture above 1 note that the results of the test data indicates normality of the data points diagonal line approach, so as to disimpulakan that normal distibusi regression model and deserves to be analyzed.

Based on the above image 2 known that the histogram graph showing a normal distribution pattern, because it has a tendency impartial curve, either on the left or right and berbantuk curve resembles an almost perfect bells.

2) Multikolinearitas

Multikolinear test aims to test whether the regression found a strong correlation between variables sindependen. The means used to judge is to look at the value of variance inflation factor. (Variance Inflation Factor / VIF) exceeding 4 or 5.
From the table above it can be seen that the results multikolinearitas show that:

1. VIF Commitment is 1.009 <5 then there is no multicollinearity problems in the data.
2. Commitment is 1.009 VIF > 5 then there is the problem of multicollinearity in the data.

Variable Commitment (X1) And Organization Culture (X2) Has VIF within specified tolerance limits (no more than 4 or 5), so it does not become multikolenearitas in the independent variable of the study. So multikolverianitas test has been met.

3) **Heterokedatisitas**

Aims to test whether the regression model happened un comfortable residual variance from the observation of one kepengamatan others remain. If there is no clear pattern, as well as points (points) spreads above and below zero on the Y axis, then it does not happen heterokedatisitas done by looking at garfik scatterplot. When the data spread without forming a specific pattern above and below the number 0 on the Y axis declared free from multicollinearity problem.

**Figure 3. Heterokedasitisitas**

Figure scatterplot shows that existing titi-point spread at random, scattered both above and below zero on the Y axis and does not form a specific pattern is clear. Therefore, a regression model is said to be experiencing heteroskedastisitas.
a. **Multiple Linear Regression**

Good regression model is an equation that has met the requirements of the classical assumptions as well as the validity and reliability. Regression was used to test hypotheses about the partial effect of independent variables on the dependent variable, the model of multiple regression equation can be used to test the effect of X1 and X2 to Y as follows:

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficients unstandardized</th>
<th>standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (Constant)</td>
<td>19 824</td>
<td>5.414</td>
<td>3.662</td>
<td>.001</td>
</tr>
<tr>
<td>KomitmenOrganisasi</td>
<td>.033</td>
<td>.141</td>
<td>.025</td>
<td>.233</td>
</tr>
<tr>
<td>Organizational culture</td>
<td>.603</td>
<td>.115</td>
<td>.554</td>
<td>5223</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Performance
Source: Data processing (2017)

From the table above, can be obtained by multiple linear regression equation is:

\[ Y = 0.001 + 0.816X1 + 0.000X2 \]

Information:
- \( Y \) = Performance
- \( X1 \) = Organizational Commitment
- \( X2 \) = Organization Culture

From the equation above can be explained that if the commitments rose 100%, the performance to be good, variable commitment and organizational culture has a positive coefficient direction on employee performance coefficient commitment to give a value of 0.816, which means that if the commitment the better the performance of the employees will suffer enhancement. So is the coefficient of organizational culture when the culture of the organization rose 100%, the performance to be good to grow 0.00%, which means that if the organizational culture that creates a feeling of security and comfort the better it will improve the performance of employees at Garuda Plaza Hotel Medan.

b. **Hypothesis testing**

1) **T test (partial test)**

The t-test was conducted to test whether the independent variable (X) individually have a positive and significant effect or not there is a dependent variable (Y). To test for significant correlation, t statistical test used formula.

\[ t = \frac{r \sqrt{n - 2}}{\sqrt{1 - r^2}} \]

Source: Sugiyono (2014: 187)

With significance level of 5%, and \( dk = n-2 \) is obtained \( t \) 63 of 1998

Based on the calculation t test using SPSS 16.0 program can be seen in the following table:
### Table 3. Test t

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficients unstandardized</th>
<th>standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>19 824</td>
<td>5,414</td>
<td>3,662</td>
</tr>
<tr>
<td></td>
<td>Organizational Commitment</td>
<td>.033</td>
<td>.141</td>
<td>.025</td>
</tr>
<tr>
<td></td>
<td>Organizational culture</td>
<td>.603</td>
<td>.115</td>
<td>.554</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Performance

Source: Data processing (2017)

From the above data it can be seen that

\[ t_{\text{arithmetic}} = 233 \]

\[ t_{\text{table}} = 1,998 \]

From the table on the influence of a commitment to the values obtained performance \( t_{\text{arithmetic}} = 233 \) is smaller than the value \( t_{\text{table}} = 1,998 \) with sig value \( 0.816 > 0.05 \) from these results concluded that \( H_a \) rejected it demonstrates that commitment does not have a significant influence on employee performance, \( H_0 \) be accepted. This may imply that the commitment does not significantly affect the performance of employees at Garuda Plaza Hotel Medan.

### Table 3. Cultural influence of the Organization (X2) On the performance (Y)

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficients unstandardized</th>
<th>standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>19 824</td>
<td>5,414</td>
<td>3,662</td>
</tr>
<tr>
<td></td>
<td>Organizational Commitment</td>
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<td>.025</td>
</tr>
<tr>
<td></td>
<td>Organizational culture</td>
<td>.603</td>
<td>.115</td>
<td>.554</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Performance

Source: Data processing (2017)

From the above data it can be seen that

\[ t_{\text{arithmetic}} = 5223 \]

\[ t_{\text{table}} = 1,998 \]

From the table on the influence of a commitment to the values obtained performance \( t_{\text{arithmetic}} = 5223 \) greater than the value \( t_{\text{table}} = 1,998 \) with sig value \( 0.000 > 0.05 \) from these results concluded that \( H_a \) received and \( H_0 \) rejected. This may imply that organizational culture significantly influence employee performance at Garuda Plaza Hotel Medan.

2) **F test (Test Simultaneous)**

F statistical test (Simultaneous) is performed to determine whether the independent variable (independent) jointly significant influence or not the dependent variable (dependent) and at the same time to test the second hypothesis. The test is performed by using the real level of
significance level of 0.05 ($\alpha = 5\%$). Provisions is that if the value probalitasnya sig> 0.005 then HO be accepted

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>Df</th>
<th>mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Regression</td>
<td>347 180</td>
<td>2</td>
<td>173 590</td>
<td>13 908</td>
<td>.000a</td>
</tr>
<tr>
<td>residual</td>
<td>773 835</td>
<td>62</td>
<td>12 481</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1121.015</td>
<td>64</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Organizational Culture, Organizational Commitment  
b. Dependent Variable: Performance

\[ F_{\text{table}} = Nk - 1 = 65 - 2 - 1 = 62 \text{ is } 3, 15 \]
\[ F_{\text{arithmetic}} = 13.908 \]
\[ F_{\text{table}} = 3.15 \]

Based on the data table F test known to have a sig sig 0.000 <0.05 means that the commitment and organizational culture have a significant effect on the performance of employees at Garuda Plaza Hotel Medan.

When viewed from the influence of large variables with independent variables with the dependent variable simultaneously by comparing the value of Farithmetic with Ftable first calculating the degrees of freedom (df) numerator and equal free (df) numerator df denominator is the known value of k-1, so that the known value of 3-1 numerator df = 2, while the value of the denominator df nk-1, so that the known value of the denominator df 65 -2-1 = 62 so it is known that the value of Ftable amounted to 3.15 when compared to the value of Farithmetic with Ftable then produced 13.908> 3.15 and it can be concluded that the commitment and organizational culture have a significant effect on the performance of employees at Garuda Plaza Hotel Medan.

Based on the test results Farithmetic in the above table are 13.908>Ftable 3.15 then be seen by the results of a significant probability value 0.00 <0.05, Ho rejected Ha accepted, while the value of Ftablebydk = nk1 = 62 is 3.15. From the results SPSS calculations above show no significant effect simultaneously organizational commitment and organizational culture on employee performance at Garuda Plaza Hotel Medan.

c. Coefficient of Determination

The coefficient of determination ($R^2$) essentially controls how far in explaining the variation of the dependent variable. Coefficient of determination is between 0-1. A value close to the mean of independent variables provide almost all the information needed to predict the variation of the dependent variable. The data in this study will be processed using the statistical program Package for Social Sciences (SPSS 16.0). The hypothesis of this study is influenced by the significant value of the relevant variable coefficients after testing. Here are the results of the test statistics:
Table 5. Coefficient of Determination (R-Square)

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
<th>Durbin-Watson</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.557a</td>
<td>.310</td>
<td>.287</td>
<td>3.53288</td>
<td>1,590</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Organizational Culture, Organizational Commitment
b. Dependent Variable: Performance

Source: Data processing (2017)

In the above table, we can see the overall results of regression analysis showed the R value of 0.310 indicates that karelasi or performance relationship (dependent variable) with commitment and organizational culture (independent variable) has a medium level of relationship that is equal to

\[ D = R^2 \times 100\% \]
\[ D = 0.310 \times 100\% \]
\[ D = 31.0\% \]

R Square above note is 0.310 or 3.10% showed about 3.10% performance variable (Y) is influenced organizational commitment (X1) And Organization Culture (X2), The remaining 6.90% are influenced by variables not examined in this study.

DISCUSSION

From the test results shown that all independent variables (organizational commitment and organizational culture) influence the dependent variable (performance), a more detailed analysis and testing results can be explained as follows:

1. Influence Commitment to Performance

According Mowday, steers, and porter in Sutrisno (2010: 295) states the organization's commitment as an effort to achieve organizational objectives with a willingness to direct everything in his power for the benefit of the organization and ketertarikan to remain a part of the organization. In organizations, the commitment is often associated with job satisfaction. The assumption higher employee satisfaction will be higher the work commitment.

Organizational commitment is an impulse that moves an employee to work or perform certain actions. Companies that are able to create a commitment to the employees themselves within the company will be successful in achieving the goals of the company. However, to achieve an effective commitment to the company must be able to make employees are committed in its work to encourage employees to improve performance.

This is supported by the results of previous studies Wahyudi (2016) states the organization's commitment and significant positive effect on employee performance. This suggests that in order to manage human resources effectively, one of the factors that must be considered the company is a good employee commitment are always communicating to employees karyawanya so that employees can perform the work activities that seriously.

2. Influence of Organizational Culture on Performance

According Sutrisno (2010: 2) states the organizational culture as a system device values (value), beliefs (beliefs), assumptions (Assumptions), or norms that have long been in force, agreed upon and followed by members of a organization as a code of conduct and solving the problems of
the organization. If the organizational culture better, it will improve the performance of employees and will be contributed to the success of the company.

Organizational culture is an impulse that moves an employee to work or perform certain actions. Companies that are able to create an organizational culture to the employee within the company will be successful in achieving the goals of the company. However, to achieve an effective organizational culture of the company must be able to make the employee in improving the organizational culture in the company money in its work to encourage employees to improve performance.

This is supported by the results of previous studies Safrizal et al (2014) suggest organizational culture on employee performance positively and significantly so that it can be concluded that a good organizational culture that will improve the performance of good employees. Where with a good organizational culture in the company is eating all employees to improve the performance to be better. Organizational culture said to be good if the relationship between fellow employees are good.

3. **Organizational Commitment and Cultural Influence on Performance**

According Helfert in Veithzal Rival (2009: 604) is a display state performance as a whole over the company for a certain period of time, the result or achievement is influenced by the company 'operations in harnessing the resources possessed. Therefore, in order that the employee's performance can be increased, then the company must also pay attention to the commitment and organizational culture because of the commitment and organizational culture affects the performance of employees.

Organizational Commitment and Organization Culture is an impulse that moves an employee to work or perform certain actions. Companies that are able to create commitment and organizational culture to the employee within the company will be successful in achieving the goals of the company. However, to achieve the commitment and effective organizational culture of the company must be able to make the employee in improving organizational commitment and organizational culture in the company in its work to encourage employees to improve performance.

This research was supported by previous research Kadir et al (2015), entitled influence individual leadership, organizational culture and commitment to employee performance estate agencies in Aceh province, the University of Syiah Kuala in Banda Aceh, the study showed that commitment and organizational culture have positive influence on employee performance. Then variable organizational commitment and organizational culture together have a significant effect on the performance of an employee. Therefore, commitment and organizational culture should be improved and built in order to increase employee performance and rapid achievement of company objectives.

**CONCLUSIONS AND RECOMMENDATIONS**

**A. Conclusion**

Based on the results of research and discussion that has been described in previous chapters, it can be concluded as follows:

1. Partially, organizational commitment to employee. The more attention and enhanced organizational commitment in a company that will increase employee performance and corporate objectives will be achieved well.
2. Partially, organizational culture on employee performance. Further enhanced organizational culture of a company then the employee's performance will be better and the company's objectives will be achieved by better.
3. Simultaneously, organizational commitment and organizational culture on employee performance is further enhanced simultaneously in order to run as desired company.

**Suggestion**

1. For organizational commitment should be considered and enhanced by looking at what employees want and expect from the organization in accordance with the rights of employees to achieve corporate goals better in the future.
2. For more on the organizational culture in order to increase again in the company's culture of the Organization in the long run does not fade every employee in order to achieve the referral company for the future again.
3. For companies let these results be taken into consideration to improve employee performance results of this study showed positive results which means that if the organizational commitment and organizational culture enhanced the performance of employees will be increased, so that should be a decision to increase organizational commitment and good organizational culture so that later performance expected to be achieved.

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