

## **Self Concept And Competence Influence Organizational Commitment And Its Implications On Employee Performance**

**Nedire Saragih<sup>1</sup>, Merry Sammary<sup>2</sup>**

Universitas Atma Jaya Makassar

Article Info	ABSTRACT
<p><b>Keywords:</b> Self Concept Competence Organizational Commitment Employee Performance</p>	<p>From the initial research that researchers did, the weakness of employees in building confidence (building trust), namely interaction with other individuals and building a sense of confidence in the company. Concerns and feelings of uncertainty that cause employee commitment to be disrupted, in addition to the result of not being able to focus time and effort on tasks and jobs that result in neglected aspects of work, also because there are still employees who have not been able to accept responsibilities from the work of others positive or negative, this is because there are still employees who have not been able to develop a criteria or work procedures to achieve the quality, productivity and work services needed. The purpose of this study was to determine the effect of self-concept and competence on organizational commitment and its implications for employee performance. The number of samples in this study amounted to 93 people using saturated sample techniques. The analysis technique used is multiple linear regression. The results showed that there was no direct influence of the significance of self-concept on organizational commitment. Directly there is a significant influence of competence on organizational commitment. There is a direct influence of the significance of self-concept on employee performance. There is no direct influence of competency significance on employee performance. Directly there is a significant influence of organizational commitment on employee performance. Indirectly X1 through Y has a significant effect on Z. Indirectly X2 through Y has a significant influence on Z.</p>
<p>This is an open access article under the <a href="https://creativecommons.org/licenses/by-nc/4.0/">CC BY-NC</a> license</p>	<p><b>Corresponding Author:</b> Nedire Saragih Universitas Atma Jaya Makassar <a href="mailto:nadirgia@gmail.com">nadirgia@gmail.com</a></p>

### **INTRODUCTION**

Sum management activities man-powered age is a series of actions huh with the aim n n for me optimize n pot sum of ency man-powered age, in order to be able to make maximum contribution in achieving the goal n company n. Some important activities in ma sum management man-powered age such as recruitment systems, training n to rja, pe develop competition ensi, da n leadership style n play a role n big in increasing n kine rja,

so that the goal in company in both material and non-material can be achieved no in easier. These activities are directly affect kind organization through improving work skills wan. Therefore, the practice of resource management man-powered age of mem have a positive impact on improving performance work of art wan, which in turn increases the organ's capabilities ization of for me produce kind better work.

Sum man-powered age in organs ization has a very important role. As intellectual capital, the work Wan has a responsibility big wave un to carry out organ activities ization in order to achieve the productivity desired by the company. Therefore, the company needs t energy to professional and competitive rja to carry out activities just optimal. Un to improve performance work of art Wan, the company needs to give pe awards and recognition recognition of the achievements that have been achieved. Kine rja is the result obtained by a person in completing a given task, based on skills, experience, and experience. experience, seriousness and time.

One of the factors that can increase the com organ itmen ization is a con self-esteem. For example, the phenomenon of delay in providing a report can be caused by a lack of confidence in the work wan to the quality of the reports they make, which makes them more distinctive worry t about the quality of the report to be submitted to the superior. This creates anxiety that if the sum man-powered age in the company it not qualified, the company's goals can be hampered. As a result, the work Wan feels the need to improve the quality of their work so that ti not left out of the company, and beke work more effectively and competitively with colleagues rja un to achieve company targets.

However, if tun the giant lizard the work is too heavy, this can make the work I'm afraid of failing or making mistakes in my work king. Kekha This concern causes their low self-confidence (building trust) in interacting with with colleagues rja and in building confidence in the company. Anxiety and kura the belief that I disturbing com work item Wan is not just a result of ti can't afford it to focus time and t energy on the task, but also because there is work oh yeah ng not yet able to accept ta yes it is wab on the results to king or not others, both positive and negative. This is happened because of some works Wan is still having trouble n in developing criteria or procedures to yes yes which can achieve quality, productivity, and n screen yes yes needed n.

Seeing this phenomenon, kon self-control has a role n is important as an individual's evaluation of himself, others n da n self-interpretation by the individual himself, as well as playing a role n big in menen old n individual behavior. According to Yamali (2017), ba yes there are many factors ng meme affect kind work of art wan in a company n, but the dominant factor n yes ng mempe affect kind work of art Wan in research n this is a competitive factor ensi. Compet ensi is n basic characteristics yes owned by individuals ng in a way meme affect kind rja. Yamali (2017) me to illustrate n competition ensi as the tip of the iceberg, where and skills n da n pe know n mem Ben for the peak, while in the section n ba wow there is a pera n social da n self image yes ng is in the conscious mind, as well as traits and n motive yes ng is in nature oh I see. Pe know n da n skills n mema ng acting n is important for success n someone ng, but four competitions other ensi have pe it has an effect huh which is much bigger.

Work oh yeah ng beke rja in the company n generally have various capabilities n yes ng dipe influenced by background alone in education n, pe long time n, pe know n, yes n

skills in them. In the company, result to every work oh yeah ng to enforce do your homework n t yes it is the wave will be n indicates n kine yes yes ng varies. Currently, companies n increasingly need it n work Wan de with ability n high in various fields ng, yes ng can win old n is the company n aka n success or not not in achieving the goal n yes ng has been determined n. Purpose n is ti can not be achieved if the work Wan Ti I don't do it do their job just fine da n right. Man age is the main asset of the organ ization, yes ng acting n as a planner there n active actors in various activities n organ ization. Sum man-powered age has mind n, feeling n, desire n, status, da n competition yes yes ng mem Ben for the mindset yeah ng diba wa into the environment n organ ization. Different from just you ng, machine, da n material yes ng is more regular, sum man-powered age cannot be fully regulated in supporting achievement n purpose n company n. One of the problems yes often faced by companies n is the delay n in delivery n report n, yes which is often caused by n by turtle taste confident work wan on the quality of the beke king n them. This makes the work Wan Le more focus on report quality n yes ng aka n given n to the superior n, so they feel depressed n n to improve n quality to rja so as not to be marginalized n. Work Wan also felt the need to work rja effectively da n compete with just imagine n to other rja un to meet the target yes ng set n company n. As a result, they having difficulty n in reading trust n self (building trust) da n positive interaction with just not others, and feel less confident in the company n, yes ng in the end meme affect com itmen da n kine their king.

### **Self Concept**

According to Burns (2010), con self-esteem consists of various combinations of aspects such as self-image, int affective entities, self-evaluation, and n tendency n n to respond. Hurlock in Heidema ns (2007) stated n that con self-image is a picture n mental yeah owned by someone ng tent ng himself, yes ng includes physical images and n psychological. Physical image is related n d just for appearance n physical, attractiveness, and suitability n or the inconsistency of various parts of the body to behave. Meanwhile, the psychological image is based on n in mind, feeling n, yes n ability yes ng mempe influence the adjuster n in life n. In addition, Hurlock also reveal n that con self-esteem is n picture nt ent myself yeah ng dit en toucan by pera n da n relationship n d just not others as part of the security age.

### **Competence**

According to Sutrisno (2011:202), competition ensi literally comes from the word "compet" ence" yes ng means skill n, ability n, yes n authority ng. In line n d with that, Wibowo (2012:324) stated n that competition ensi is the ability n n to enforce work or assignment king n yes based on skills n, pe know n, yes n attitude to yes yes ng needed by peke the work. Meanwhile, according to Rivai da n Sagala (2009:299), competition ensi defined fill in as basic characteristics yes owned by someone yes ng has an impact direct to kine rja.

## Organizational Commitment

Hasibuan (2008) stated that commitment to organization is loyalty or attachment someone has towards the company, yes reflected in the efforts to achieve the goal and do work effectively and efficiently in accordance with just target yeah ng has been done en token. All of that was done by with me prioritize the principles and good name of the company with the aim of to achieve good welfare for the work both wan and company owners. Meanwhile, Mathis and Jackson (2011) stated that commitment organization me refers to the level of trust and acceptance of t energy to rja towards the objectives of the organization, de just a wish to remain in the organization, which is ultimately reflected in the level of absenteeism and the level of employee turnover. Wan.

## Performance

According to Mahsun (2009: 25), kine l'm here to draw n as far as ma to achieve n in carrying out use activities n, program, or policy n n to achieve the target n, purpose n, mission, da n organ visionization yes ng tercantum in planner strategic organization. Meanwhile, according to Hasibuan (2008: 94), kine rja is the result yes obtained by someone ng in implementing do your homework given, which is depends on ability, pe experience, seriousness, and time spent.

## METHODS

This research is adopting the associative causality research method, where the associative aims to for me identify pe influence two variables X or le more towards variable Y (Sugiyono, 2012:100). Meanwhile, causality refers to the relationship there between two variables or le yes yes ng is based on the relationship n cause and effect.

## Research Data Analysis Techniques

### Multiple Linear Regression Test

$$Y = a + b_1X_1 + b_2X_2 + \varepsilon$$

$$Y = a + b_1X_1 + b_2X_2 + b_3ZX_1 + b_4ZX_2 + \varepsilon$$

## RESULTS AND DISCUSSION

### Regression Test Results 1

#### t-test

Table 1. Results of t-test Model 1

Model	t	Sig
(Constant)	2,91	.00
Kon self- esteem	2,51	.01
Compt ensi	1 1.30	0 .19
	2	6

This t-table de with degrees of freedom  $100 - 2 = 98$  at a significance level of 5% is 1.984. Based on the calculation fiance t un for X1 ( $2.511 > 1.984$ ) and Sig ( $0.010 < 0.05$ ), it can be

concluded that the con self-esteem has a have a significant impact on the computer organ itmen ization. Meanwhile, this lai t hi thank you for X2 (1.302 < 1.984) and Sig (0.196 > 0.05) shows that the competition ensi ti no problem have a significant impact on the com organ itmen ization.

### F Test

**Table 2.** Results of F Test Model 1

Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	2.267	2	1.134	5.219	,003
Residual	83,690	90	.930		
Total	85,957	92			

Based on n the results of the F test above, obtained ni lai F hi tung as much as 5,219, yes ng le the bigger the better compare it only F table (n – k – 1) = 3.087, da n this significance F < 5% (0.003 < 0.05). This shows that simultaneously, the variables self care n competition ensi has pe have a significant impact on the computer organ itmen ization.

### Determination Test

**Table 3.** Model Summary Model 1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,362	.131	.047	1.96431

com variable organ itmen ization (Y) in influenced by variable X1 (con self-esteem) n variable X2 (competence ensi) simultaneously n by 13.1%, while the rest its 86.9% explained n by other variables yes ng ti not included in the research model n this.

### Regression Test Results 2

#### t-test

**Table 4.** Results of t-test Model 2

Model	t	Sig
(Constant)	.199	.84
Kon self-esteem	.793	2
Compt ensi	2,670	.79
Kom organ itmen ization	3,583	3
		.00
		9
		.00
		1

Table t de only degrees of freedom n 100 – 3 = 97 da n level of significance nsi 5% shows this another 1,984. This lai t hi thank you for X1 (0.793 < 1.984) and n Sig (0.793 > 0.05), yes ng shows that the con self-esteem I don't have any have a significant impact on the com organ itmen ization. While this lai t hi thank you for X2 (2.670 > 1.984) and Sig (0.009 < 0.05), which means the competition ensi has pe have a significant impact on the

com organ itmen ization. So is de just this lai t hi thank you for Y (3.583 > 1.984) and Sig (0.001 < 0.05), which shows that the kine work of art Wan Berpe have a significant impact on the com organ itmen ization.

### F Test

**Table 5.** Results of F Test Model 2

Model	Sum of Squares	df	Mean Square	F	Sig
Regression	20,799	3	6.933	8,791	.000
Residual	70,190	89	.789		
Total	90,989	92			

Based on n the results of the F test above, it can be concluded n that this lai F hi tung amounted to 8,791 le small bean in the bag compare it just this F table value (n – k – 1) which is 3.087, and ni lai sig F le greater than 5% (0.000 < 0.05). This shows n that simultaneously n, variable con self-confidence, competence ensi, da n com organ itmen ization has pe it has an effect huh ng significant n to com organ itmen ization.

### Determination Test

**Table 6.** Model Summary Model 2

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,478	,229	,203	.88806

com variable organ itmen ization (Y) in influenced by variable X1 (con self-esteem) and variable X2 (competence) ensi) together amounted to 22.9%, while leftovers 77.1% of it is explained n by other variables yes ng ti not included in the research model n this.

### Intervening Test Results 1

**Table 7.** Kon Capabilities sep Diri Mempe affect Kine rja (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.309	.095	.085	2.97652

Based on n the table above, this The R Square (R2) value of 0.095 shows that n that pe influence kon self-esteem towards kine work of art wan only reached 9.5%, while the remaining 94.5% was influenced by other factors. De Thus, the variability of kine rja which can be explained through the variable kon self-esteem is 9.5%.

**Table 8.** Results of Path Analysis of the Variables Con Self-Respect for Kine rja Karya wan (Output Coefficients)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constant)	15.128	1,744		8,695	.000
X1	.417	.135	.309	3,097	.003

Based on the table above, it can be concluded that the variable on self-esteem has a significant influence on to kine rja directly, because just this Sig. 0.003 is less than 0.05 and the t-value amounted to 3,097 which is greater than the t-table of 1.984. Furthermore, the table below will show you influence variable on self-control towards organizational commitment and performance affect the body work of art wan to organizational commitment.

**Table 9.** Kon Capabilities self-esteem, Kine king of Mempe affect the organizational commitment simultaneous (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.368	.135	.116	2.16985

Based on the table above, this The R Square (R2) is 0.135, which shows that simultaneously, the influence on self and kine work of art wan to organizational commitment is 13.5%. This means that the variability of organizational commitment that can be explained by the conditional variables self and kine rja is 13.5%, while the rest is paid influenced by other factors outside the model.

**Table 10.** F Test Output in ANOVA Table

Model	Sum of Squares	df	Mean Square	F	Sig
Regression	66,388	2	33.194	7,050	,001
Residual	423,742	90	4,708		
Total	490,035	92			

Dependent Variable : Kom organ itmen ization

Based on the available table, it is obtained the F value amounted to 7,050 which is bigger than the F-table 3.087. Therefore, it can be concluded that there is a significant influence between on self-esteem simultaneously and kine work of art wan to organizational commitment, and the regression model used is appropriate and valid.

**Table 11.** Results of Path Analysis of the Variables On Self, Kine work of art wan to organizational commitment (Output Coefficients)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constant)	6,058	1,720		3,523	.001
X1	.035	.103	.035	.336	.737
Z	.264	.076	.076	3.453	.001

Based on the table yes there, it can be seen that the variable on self-esteem I don't have any directly affect the organizational commitment, because this t-value (0.336) is smaller than the t-table (1.984) and this the beta coefficient (0.035) is considered to be not significant. On the other hand, the kine variable work of art wan shows performance have a significant impact on the organizational commitment, because just this t-value (3,453) greater than the t-table (1.984) and Sig. 0.001 which is greater less than 0.05.

Kine work of art Wan Berpe directly affect the computer organ itmen ization, which is influenced by the intervening variable, namely kine rja. The results of the analysis show that there is a direct influence from kon self-control towards com organ itmen ization through kine rja, so that kine rja acts as an intervening variable. Un for me know how big the pe is have direct effect, ti indirect, and the total of each variable, is required my fiance use this other beta coefficients on standardized coefficients, as follows:

1. Pe influence La Direct Effect

Un for me hi tung pe it's influential immediately, used n formula as follows:

a. Pe influence variable con self-esteem towards kine work of art wan (coefficient a)

$$X \rightarrow Z = 0.309$$

b. Pe influence kine variables work of art wan to com organ itmen ization (coefficient b)

$$Z \rightarrow Y = 0.076$$

c. Pe influence variable con self-control towards com organ itmen ization (coefficient c)

$$X \rightarrow Y = 0.035$$

2. Pe Indirect Effect coefficient ab

Pe influence variable con self-control towards com organ itmen ization through kine rja

$$X \rightarrow Z \rightarrow Y = (0.309 \times 0.076) = 0.023$$

3. Pe Total Effect coefficient c

Pe influence variable con self-control towards com organ itmen ization through kine rja

$$X \rightarrow Z \rightarrow Y = (0.309 + 0.076) = 0.385$$

View the results of the it's influential direct mediation model from X to Y (c) yes ng ti not significant n, and there is his pe influence mediation (la) immediately) yes ng significant n, it can be concluded n that mediation yes ng te so it is complete mediation. The mediation effect is seen in the model, de just the coefficient c ng ti not significant n, yes ng shows that ti there is no one it's influential immediately. However, if you look at this there you are it's influential direct (coefficient c) X against Y yes ng is 0.035 (positive) and n pe influence on nope immediately (ab) yes ng is 0.023 (positive), then it can be said n that the mediation model in the research n this is consistent there n berpe positive influence. Based on n causal step strategy test da n product of coefficients yes ng has been explained n, research hypothesis results n is as follows:

1. Hypothesis One (H1):Con self-esteem has a positive influence on kine work of art wan. Based on the results in table 8, this another significance un for con variable self-esteem towards kine work of art wan is 0.003, which is le less than 0.05. This shows n that H1 is accepted, which means that the con self-esteem positive influence on kine work of art Wan. De Thus, it can be concluded that the con Good self-esteem can contribute to improved performance. work of art wan in the company.
2. Hypothesis Two (H2):Kine rja berpe have a positive impact on the community organ itmen ization. Based on the results in table 11, this the significance level obtained is 0.001, le less than 0.05, and this lai t-hi tung amounted to 3,453, which is le greater

than 1,984. This indicates that H2 is accepted, which means that *kine rja* has a positive impact on the community organization. In other words, in order to improve the organization of work in the company, there needs to be an increase in performance *rja*.

### Intervening Test Results 2

**Table 12.** Competency Ability *ensi Mempe* affect *Kine rja Karya Wan* (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.575	.331	.323	2.56041

Based on the table above, this The R Square (R2) value of 0.331 shows that that competition *ensi berpe* affect *kine work of art wan* by 33.1%, while the remaining 66.9% is influenced by other factors. This means that the variability of *kine rja* which can be explained through the competency variable *ensi* is 33.1%.

**Table 13.** Results of Path Analysis of Competency Variables sensitivity to *kine work of art wan* (Output Coefficients)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constant)	6,648	2,079		3.197	.002
X2	.538	.080	.576	6,704	.000

Based on the table above, it can be concluded that the competency variable *ensi* has an effect that is significant to *kine rja* in a way immediately, because just this Sig.  $0.000 < 0.05$  and  $t$ -hitung is greater than the  $t$ -table ( $6.704 > 1.984$ ). The gap he continued, the influence of the competency variable *ensi* to the organization of work can be seen in the table below.

**Table 14.** Capabilities of Competency, *Kine rja Karya Wan Mempe* affect the organization simultaneous (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.397	.157	.139	2.14232

Based on the table above, this Another R Square (R2) of 0.157 shows that the effect of the competition *ensi* and *kine work of art wan* to the organization. The overall variability was 15.7%. This means that 15.7% of the variability in the organization can be explained by the competency variable *ensi* and *kine rja*, while the rest is influenced by other factors that not included in this model.

**Table 15.** F Test Output in ANOVA Table

Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	77,070	2	38,535	8,396	.000
Residual	413,059	90	4,590		

Total	490,035	92			
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Dependent Variable : Kom organ itmen ization

Based on the table above, this  $F$  hitung (8,396) le greater than the  $F$ -table (3.087), which shows that the competition simultaneous and kine work of art Wan Berpe affect the computer organ itmen ization, so that the regression model used is appropriate and valid.

**Table 16.** Results of Path Analysis of Competency Variables ensi, Kine rja Karya wan against Kom Organ itmen ization (Output Coefficients)

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig
	B	Std. Error	Beta		
(Constant)	4.655	1,835		2,537	.013
X2	.128	.082	.185	1,563	.122
Z	.193	.088	.260	2,200	.030

Based on n the table above, the compete variable ensi ti I don't show any directly affect the computer organ itmen ization because of this lai t-hi tung le smaller than the t-table (1.563 < 1.984) and the beta coefficient is 0.185 yes ng is considered ti not significant. On the other hand, there is pe it's influential directly from the kine variable work of art wan to com organ itmen ization, de just this lai t-hi tung le greater than t-table (2.200 > 1.984) da n this Sig. 0.030 yes ng le less than 0.05. Kine work of art Wan acts as a pe it's influential directly to the com organ itmen ization, de just like that rja becomes an intervening variable yes ng mediates the relationship.

After checking the terms and conditions to grow old n there is his pe influence mediation statistically, un for me know how big the pe is it's influential come on, ti nope come on, da n total of each variable, it is necessary to do n go engagement to this beta coefficient at sta ndardized coefficients, as follows:

1. Pe influence La Direct Effect

Un for me hi tung pe it's influential immediatly, the following formula is used:

a. Pe influence the compete variable sensitivity to kine work of art wan (coefficient a)

$$X \rightarrow Z = 0.576$$

b. Pe influence kine variables work of art wan to com organ itmen ization (coefficient b)

$$Z \rightarrow Y = 0.260$$

c. Pe influence the compete variable ensi to com organ itmen ization (coefficient c)

$$X \rightarrow Y = 0.185$$

2. Pe influence Ti no La Indirect Effect coefficient ab

Pe influence the compete variable ensi to com organ itmen ization through kine rja

$$X \rightarrow Z \rightarrow Y = (0.576 \times 0.260) = 0.150$$

3. Pe Total Effect coefficient c

Pe influence the compete variable ensi to com organ itmen ization through kine rja

$$X \rightarrow Z \rightarrow Y = (0.576 + 0.260) = 0.836$$

View the results of the it's influential directly from the mediation model between X and n Y (c) yes significant, and there is his pe influence mediation (ti nope immediatly) yes ng is also significant, it can be concluded that mediation is ng te So it is complete mediation. In

this model, the mediation effect is clearly visible, and the coefficient  $c$  is not significant shows that there is no one it's influential. Meanwhile, this there you are it's influential  $c$  of 0.185 (positive) in no way went with you just for you influence on not directly ( $ab$ ) is of 0.150 (positive). Therefore, it can be said that the mediation model in this study is consistent and has a positive effect. Based on the causal step strategy test and product of coefficients above, the following are the results of the research hypothesis:

1. Hypothesis One (H1): Competitive environment has a positive influence on the work of art. Based on table 13, this another significance level for competitive variable sensitivity to the work of art (0,000) is less than 0.05, so H1 is accepted, which indicates that the competition environment has a positive influence on the work of art. Thus, it can be concluded that the competition environment can improve the work of art in the company.
2. Hypothesis Two (H2): The work of art has a positive impact on the organizational commitment. Based on table 16, this significance level (0.030) is less than 0.05 and this  $t$ -value (2,200) is greater than 1.984, so H2 is accepted, which means the work of art affects organizational commitment. In other words, to improve the organizational commitment in the company, the work of art is needed, which is good.

## **Discussion**

### **Hypothesis 1 (H1)**

This research is to test my hypothesis about the influence of self-control towards organizational commitment. Results of the test show that the self-esteem does not affect organizational commitment directly. Although theoretically and based on previous research, there is no direct relationship between the self and organizational commitment, this study proves that self-esteem does not affect the organizational commitment. The rejection of this hypothesis is due to the perception of respondents that regarding limitations in knowing yourself, seeing yourself related to with the uncertainty of the future, as well as the lack of evaluation of the work itself.

### **Hypothesis 2 (H2)**

This research is to test the hypothesis that the competition environment affects the organizational commitment. The results of the study showed that the competition environment does not directly affect the organizational commitment. Although in theory and based on previous research, the competition environment should be able to affect organizational commitment, the results of this study actually show the opposite. The rejection of this hypothesis is due to the perception of respondents who feel less knowledgeable about it for the sake of the company according to the company's needs, they do not understand the characteristics and conditions of work effectively and efficiently, less able to carry out tasks well and good behavior is not appropriate with company standards in carrying out tasks.

### **Hypothesis 3 (H3)**

This research is to test the hypothesis that the self and competence environment affects organizational commitment and its impact on the work of art. The

results of the study showed that the con self and competence ensi has pe directly affect the computer organ itmen ization and kine work of art wan. Although based on previous theories and research there are direct influence between kon self and competence ensi to com organ itmen ization and kine work of art Wan, this study proves this. Acceptance of this hypothesis is based on the respondents' perception that the work wan is able to meet the quantity yes yes ng tuned tut company, keep trying un to learn and me develop pot self-confidence, and have discipline in completing work work on time, yes ng makes them feel satisfied.

### CONCLUSION

Con variable self-esteem significantly improves affect kine rja directly. You there is no one direct influence of the con variable self-control towards com organ itmen ization. Kine variable rja berpe directly affect the computer organ itmen ization. Competency variables ensi significantly affects affect kine rja directly. You there is no one direct influence of the compete variable ensi to com organ itmen ization. Kine variable work of art Wan Berpe directly affect the computer organ itmen ization. There is a pe direct influence from the competition ensi to com organ itmen ization through kine rja

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