

THE ROLE OF AWARD-BASED COMMITMENT TO EMPLOYEE PERFORMANCE AT THE EDUCATION OFFICE IN ACEH-INDONESIA

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Abstract

Evaluation Objectives This contemplate directs to measurement the impersonation of reward-based commitment, individual committedness and worker involvement on worker accomplishment at the instruction occupation in Aceh-Indonesia. **Novelty**-This evaluation is a well-controlled donation that quantitatively investigates the impersonation of reward-based commitment, individual commitment, and worker involvement in rising worker accomplishment, which fix up with provision an all-inclusive and organic representation of the communication between these variables in putting together adjusted to the accommodation superintendence sphere instruction in Aceh. **Design/methodology/approach**-A totality of 242 worker respondents at the instruction occupation in Aceh were chosen as evaluation respondents victimisation a triangulation technique, a compounding of constellate distribution and commensurate serendipitous sampling. Collections psychoanalysis victimisation morphologic equalization modelling (SEM). The evaluation discoveries established that reward-based committedness has a cocksureness and substantial chain reaction with an estimated expenditure of 0.183 at a significance commensurate of 0.043 on worker performance. Individual committedness has a cocksureness and substantial chain reaction with an estimated expenditure of 0.293 at a significance commensurate of 0.003 on worker performance. Worker involvement has a cocksureness and substantial chain reaction obtaining an estimated expenditure of 0.594 at a significance commensurate of 0.001 on worker performance.

Keywords: Reward-Based Commitment, Personal Commitment, Employee Engagement and Employee Performance, Structural Equation Modeling.

1. INTRODUCTION

preparation of universal utilities and exploitation press for administration officials who chalk up trustworthy qualifications fitness and abilities. exertions to accommodation administration officials befittingly by captivating into explanation the suitability between employment requires and qualifications fitness or competencies is a must. The commensurate of potency and professionalism of the existing administration requisites be in want of to be incessantly re-evaluated. supported on this assessment, the superiority of anthropoid processes is built according to employment requires and accountabilities nailed down instruction and training. staff member pauperization to be facilitated by a effective elbow grease surrounding that backs up productivity. The destination is to constitute a accomplishment ecosystem that backs up accommodation amelioration and worker elbow grease ethic. staff member pauperization to be facilitated by a smart, well-situated and amentiferous elbow grease surrounding and hurting for bounteous higher-calibre genii that pauperization to be honed properly. With instruction and

experiencing that has superiority standards. So as to configuration staff member with integrity, know onions innovative.

HRM is a game plan practice, transaction that pressures the behavior, mental state and accomplishment of employees. HRM is a representation of deliberate apportionment of anthropoid processes and movements conscious to authorize an administration to carry through its billy goats (Noe, 2003). HRM is the cognitive semantics of attracting and underdeveloped and retentive a high-pitched superiority hand (Schermerhorn, 2010). HRM is the application or employment of individuals to accomplish organisational goals. Basically, each superintendents predispose inanimate object finished nailed down the exertions of over-the-counter people. As a result superintendents at every commensurate should be responsible with HRM (Mondy & Martocchio, 2016). The principal conception that the originators application worker involvement refers to allude to to the conception of Khan, (1990) and organisational committedness was fundamental conceptualized by Becker, (1960) baggage carrier et al. , (1974) O'Reilly, (1986).

Accomplishment is the after-effect of an employment assistance on top of a trustworthy amplitude (Bernardin and Russel, 2003). On the other hand according to Gani et al., (2013) worker accomplishment buoy be mensurable by the changelessness of hard work superiority and consciousness in work. Coopmans et al., (2011) worker accomplishment consists of undertaking bringing off conceptual bringing off accommodative bringing off and counterproductive performance. Moreover, HR application lend a hand staff member tie together with each over-the-counter with an impression of relationship nailed down individual relations (Ulrich, 2010). An impression of relationship to each over-the-counter inside the instruction occupation testament helping hand ASN to constitute cocksureness sentiments and get-up-and-go at work. characteristic worker accomplishment is not by oneself mensurable by yesteryear elbow grease accomplishments both production and end result on the other hand furthermore communicate in approximately how interested an individual is presently in achieving organisational billy-goats in the looked toward (Armstrong, 2009), worker accomplishment is furthermore seen as how staff member implementation the all-inclusive cognitive semantics of organisational movements in achieving best fruitfulness patch all the more prioritizing the customaries of effectiveness in the employment of constricted organisational processes (Nazir and Islam, 2017).

Attentiveness to worker good fortune is a procedure of management. Furthermore, the participation of dedicated staff member has a cocksureness consequence on the institution. worker participation not by oneself hunt after billy-goats related their role, on the other hand is furthermore cognitively and emotionally machine-accessible to employees' exertions to elbow grease more appropriate in the division of instruction (Ashforth and Humphrey, 1995). Intermeshed staff member elbow grease cooperatively with teammates explainable for the undertaking of full contributing to the billy goats and objectives of the instruction occupation (Baumruk, 2004). Staff member who are intermeshed are bounteous focused on their elbow grease than staff member who are not intermeshed (Rich et al., 2010). Worker involvement has

an able-bodied consequence on accomplishment (Rich et al., 2010; Saks, 2006; Schaufeli and Bakker, 2013).

worker involvement is believed to aggrandizement the impression of ownership and responsibility for settlements by involving general public who chalk up to accomplish elbow grease actor et al. , (2012). Saks, (2006) state of affairs that participation is not a mental state on the other hand the proportion to which a characteristic focuses consideration and sentiment in worker performance. Furthermore, Saks (2006) worker involvement is dual-laned into two, namely: employment involvement and organisational engagement. A cocksureness sovereign state of gray matter motor response slaked and interested in elbow grease which is defined by capability and inscription to elbow grease are characteristics of staff member who experience interested in agencies, (Schaufeli and Bakker, 2004: actor et al. , (2004) determines the conceptualization of worker involvement as a cocksureness mental state in relation to the superintendence and its values, which includes consciousness in working to aggrandizement the effectualness of elbow grease with the agency.

on the authority of caravansary (1990) and Schaufeli et al. , (2017) sovereign state that the adherence or participation of ASN with instrumentalities in a positive, substantial and motivational mental state by expressing oneself both physically, cognitively and emotionally patch implementation elbow grease has the undermentioned characteristics; (1) earnestness with high-pitched get-up-and-go and doggedness attended by joy, willingness to disburse uttermost accomplishment to imperforate elbow grease recognizeable by determination in application difficulties; (2) inscription is a consideration where working man are extremely interested with their elbow grease this consideration is defined by sense of touch that are full-of-the-moon of meaning, challenged, high-pitched earnestness and accommodate substantial revelation for themselves personally and socially; (3) perceptive or buoy be characterized as a stagecoach recognizeable by absorption and feeling extremely as an inscrutable interestingness in work. worker participation and impersonations buoy come around worker accomplishment (Macey & Schneider, 2008; filthy rich et al. , 2010). worker interested buoy make evident a diversification of amentiferous behaviors that buoy come around accomplishment synergistically in relation to superintendence billy-goats (Bakker and Demerouti, 2008; Bakker et al. , 2006). This cooperative accomplishment show the way to accrued worker accomplishment (Bakker and Schaufeli, 2008; Bakker et al. , 2008). thither is evaluation on worker involvement that has a contradiction chain reaction on worker accomplishment (Kaliannan and Adjovu, 2015).

The instruction occupation is furthermore compulsory to cope superiority and enthusiastically competitory education, in progression to encouragement instruction rankings at the governmental level, this demonstrates that these modifications chalk up an consequence on worker emotive commitment, where emotive committedness is an antioxidant that give an account of individual committedness (Cardoso et al. , 2012). reduced individual committedness furthermore consequences in a diminution in worker accomplishment (Rahman et al. , 2011; Mackay, 2017; Busser et al. , 2018). This contemplate demonstrates that the participation and impersonation of staff member buoy come around worker accomplishment

(Macey & Schneider, 2009; filthy rich et al. , 2010). intermeshed staff member demonstrate a diversification of amentiferous behaviors that buoy exaggerate accomplishment synergistically in relation to organisational billy-goats (Bakker and Demerouti, 2008; Bakker et al. , 2006). This cooperative accomplishment show the way to accrued worker accomplishment (Bakker and Schaufeli, 2008; Bakker et al. , 2008). staff member who are interested with organisational elbow grease representation buoy surely come around superintendence accomplishment and the accomplishment of the staff member themselves (Ahmed et al. , 2013). many preceding studies examining the granting of employee, Mowday et al. , (1982). instrumentalities be required to act towards staff member in a unprejudiced and prerogative procedure in designations of encouragement and expenditure systems. organisational committedness in providing that provided that compensations buoy be characterized by O'Reilly and Chatman, (1986) as a intellectual adherence to staff member of agencies.

many studies chalk up discussed the communication between individual committedness and ASN performance. preceding discoveries authenticate that individual committedness is a factor that buoy come around worker accomplishment (Rahman et al. , 2011; Mackay, 2017; Busser et al. , 2018; Buil et al. , 2018). over-the-counter studies chalk up constitute contrast, where individual committedness has no chain reaction on ASN accomplishment (Collins et al. , 2003; Olaisen and Revang, 2017). This demonstrates that thither are all the more incongruous discoveries with reference to the communication between individual committedness and bringing off so it is charismatic to re-analyze. Furthermore, reward-based committedness is an far-reaching expression to acknowledge in rising worker performance. Reward-based committedness is the willingness to put to use accomplishment to accomplish organisational billy-goats and the concupiscence to at the end a colleague of the administration (Cardoso et al, 2012). Reward-based committedness amuses oneself an far-reaching impersonation in creating earnestness and underdeveloped ASN consciousness and aptitudes (Lettieri et al. , 2004). compensations are categorized into cardinal categories, videlicet constitutional which consists of undertaking compensations and extraneous which consists of collective compensations and organisational compensations (Nazir et al. , 2015). on the other hand in this contemplate it is bounteous emotional.

2. LITERATURE REVIEW DAN HIPOTESIS

2.1 Employee Performance

Accomplishment is the commensurate or measure of undertaking culmination resulting from the elbow grease performed by employees. In occupation with this opinion, Milkovich and Beudreu (1997), explicit that accomplishment buoy be resonant the achiever of an institution. Mathis and Jackson (2006), delimitate accomplishment as the cocksurenness donation of staff member to superintendence performance. on the other hand choreographers (2014), aforementioned that accomplishment is the determination of elbow grease in superiority and aggregate that buoy be achieved by an worker in carrying elsewhere his responsibilities according to the accountabilities precondition to him. Cohen and Prusak, (2001) worker accomplishment is an extremely far-reaching production for agencies, and to exhilarate worker

bringing off instrumentalities pauperization to constitute an appurtenant surrounding and shared mindset, where staff member are pleased to participation consciousness with others for the benediction of the agency. Viswesvaran et al., (2000) aforementioned that worker accomplishment refers to allude to to how well informed individuals buoy appropriate instrumentality and furnish department in occupation with organisational goals.

Constituents for rising worker accomplishment cannot be distributed from employee-oriented management attitudes. To facilitate staff member in informative, of service and enthusiastic distance (House, 1981). Lichtenthaler and Fischbach, (2018) disagree that accomplishment enhancing constituents are bounteous responsible with the be in want of and good fortune of characteristic staff member and quest after to constitute working conditions, where staff member buoy elbow grease and pull through well. Ahmed et al. , (2013) aforementioned that the impersonation of leaderships in rising accomplishment is furthermore inseparable from the cognitive semantics of transparency, and choosing staff member for promotion, training, gift accomplishment bonuses, and presents that are as a matter of course appurtenant buoy be a first-class facilitate belonging for leaders. . Furthermore, Lichtenthaler and Fischbach (2018) aforementioned that employee-oriented management by facilitating elbow grease aptitudes that focus on promotion, expedites worker health, so that worker accomplishment buoy be built from the consideration of the management . Instrumentalities should exhilarate employee-oriented management department nailed down management experiencing or coaching

2.1.2 Personal Commitment

organisational committedness was fundamental conceptualized by Becker, (1960) and baggage carrier et al. , (1974) who characterized the constituent as the possibleness that someone testament experience the values in the organization, by exerting accomplishment to correspond with the values in the organization, resulting in a concupiscence to look after membership. in putting together (Chen et al. , 2012). Furthermore, characteristic relations and a impression of dependability to the administration and moreover to dependability to the organization, organisational committedness incorporates the willingness of staff member to spread out exertions to progression organisational billy-goats and characteristic values (Mowday et al. , 1979). enthusiastic make fast committed to colleagues of the administration to distinguish and necessitate themselves with the organization, (Jaros 2007) organisational committedness is when an worker wish for to put to use get-up-and-go and perceives great-hearted to be with the administration in completing organisational goals, (Nazir and Islam, 2017). on the authority of Meyer, 1990; Cohen 2013; Greenberg and magnate 2003; Mathins and Jackson 2000; O'Reilly, 1986; engineer et al. , 2018; Explaining organisational committedness is enthusiastic attachment, identification, and characteristic participation with the administration and the concupiscence to at the end a colleague of an administration that have in it an mental state of dependability and drudgeries optimally. Jabari and Ghazawi (2019) sovereign state characteristic self-motivation to do something buoy facilitate the achiever of the establishmentarianism in conformation with its billy-goats and accommodation the attentions of the superintendence as a priority. in this manner it buoy be terminated that organisational

committedness is the constitution of an worker to trustfulness the administration and continue in the administration by viewing uttermost accomplishment and mark down absenteeism.

committedness is something that put together a individual constitute up his gray matter determination, and relinquishment in progression to imperforate and carry through a goal. committedness is a anticipate to oneself which is echoic in the responsibilities, performances taken, carried out, and carried out. on the authority of (Anderson 2005; Avkiran 1999) determines committedness as a divination in a individual that configurations and underlies a working communication inside the organization. in consequence committedness is recurrently identified with a word of honour or attraction for a especial action. Furthermore, Arslan and Roudaki (2018) staff member who trustfulness the management and appropriate facilitate from the leadership, so they testament reciprocate unquestionably to elbow grease nailed down accrued committedness and motive which buoy cutting edge to higher performance. staff member who powerfully distinguish with the administration buoy accomplish their employment responsibilities more appropriate than those who by oneself calculate of responsibility (Lee et al. , 2018).

2.1.3 Reward-Based Commitment

individual of the organization's commitments to its colleagues is to accommodate competence construction to facilitate the aptitudes of its members, and in conformation with organisational commitments, much as providing that provided that work-related experiencing facilitate and rewards. Reward-based committedness has an far-reaching impersonation to amuse oneself in creating earnestness for underdeveloped consciousness and aptitudes inside putting together (Connelly and Kelloway, 2003; Hurley and Green, 2005; Lettieri et al. , 2004). heretofore, reward-based committedness buoy come around the superiority of elbow grease inside the organization, staff member who experience precious sufficiency testament recrudescence a able-bodied committedness to the administration by spending longer time, and testament participation consciousness with individual staff member (Martin et al. , 2012).

gift presents to staff member on the authority of Mowday et al. , (1982) putting together be required to act towards staff member with facilitate in designations of a unprejudiced and prerogative encouragement and expenditure system. organisational committedness in providing that provided that compensations buoy be characterized by O'Reilly and Chatman, (1986) as a intellectual adherence to staff member of the organization. deuce-ace principal intellectual constituents characterize the characteristics of organisational commitment: (1) divination in and acknowledgment of organisational billy-goats and values; (2) willingness to do patronage on behalf of the organization; (3) the concupiscence to at the end a colleague of the administration (Cook et al. , 1981). organisational compensations concern to each pecuniary and non-financial benefits, which an worker come into the possession of nailed down his working communication with an administration (Malhotra et al. , 2007). on the authority of Williamson et al. , (2009) in actor and sheik (2010), tell the difference deuce-ace principal classifications of compensations that staff member quest after from their putting together videlicet intrinsic, extrinsic, and social.

Reward-based committedness is the willingness to put to use accomplishment to accomplish organisational billy-goats and the concupiscence to at the end a colleague of the administration (Cardoso et al. , 2012). Reward-based committedness amuses oneself an far-reaching impersonation in creating earnestness and underdeveloped ASN consciousness and aptitudes (Hurley & Green, 2005; Lettieri et al. , 2004; Ribiere & Sitar, 2003). compensations buoy be categorized into cardinal categories, videlicet constitutional which consists of undertaking compensations and extraneous which consists of collective compensations and organisational compensations (Nazir et al. , 2015). gift compensations by an administration has been shown to be the principal factor that reinforces the intellectual declaration between staff member and the administration (Malhotra et al. , 2007). Intrinsic, extrinsic, and collective compensations buoy aggrandizement worker committedness to the administration (Angle and Perry, 1983; Eby et al. , 1999; Loscocco, 1990; Malhotra et al. , 2007; Mottaz, 1988; Williamson et al. , 2009; adolescent et al. , 1998). on the authority of Nazir et al (2016) intrinsic, extraneous and collective compensations conspicuously consequence emotive and prescriptive commitment.

2.1.4 Employee Engagement

On the authority of Kahn (1990) determines worker involvement as an employee's adherence and participation with the administration in carrying elsewhere his elbow grease role, working and expressing himself physically, cognitively, and emotionally patch viewing performance. This participation is bounteous generally characterized as the elbow grease carried elsewhere by staff member who manipulate themselves one at a time with their elbow grease impersonations and demonstrates that the bounteous staff member proportion to elbow grease roles, the bounteous they are actuated to accomplish accomplishment excellence. moreover, the bounteous staff member who are fervent approximately elbow grease the bounteous actuated and interested in the organization. moreover (Khan, 1990; Cataldo, 2011; Schwartz and Porath, 2014) aforementioned that staff member who are interested personally or cognitively and emotionally testament be bounteous satisfied, and they furthermore experience bounteous productive.

On the authority of Catlette and Hadden 2001; Macey et al. , 2009) disputes that worker involvement refers to allude to to the intellectual sovereign state related with cocksureness elbow grease by guiding staff member to sky-high affiance themselves physically, cognitively, and emotionally. on the authority of choreographers and adjudicate (2014), worker involvement is characterized as a consideration when staff member chalk up passionateness for elbow grease and experience a inscrutable connectedness to the organization, whereas staff member who do not chalk up attachment, fundamentally chalk up deposit continuance into elbow grease on the other hand chalk up no get-up-and-go or consideration deposit into it. on the authority of Achor (2012) aforementioned that when staff member elbow grease with a cocksureness mental state ability and worker participation chalk up an consequence on rising worker performance. With the participation of staff member buoy helping hand putting together to accomplish goals, objectives and semipermanent competency assistance (Little et al. , 2006).

2.2 Relations between Variables and Hypotheses

2.2.1 Relationship between Personal Commitments to Employee Performance

Individual committedness is the mental state of an worker who is fascinated in the goals, values and billy-goats of the administration as indicated by the individual's acknowledgment of the values and billy-goats of the administration and has a concupiscence to erect an administration with a willingness to elbow grease burdensome so as to constitute individuals well-situated and all the more deprivation to continue in the organization, to accomplish billy-goats and organisational continuity. The consequences of evaluation conducted by socialist et al., (2016) established that thither is a cocksurenness communication between individual committedness and bringing off where the committedness variables dwell of affective, prescriptive and contemporary commitment, patch accomplishment is mensurable victimisation pointers of accomplishment billy goats and conflict. The consequences of evaluation conducted by Rahman et al., (2011) constitute a cocksurenness communication between worker committedness and worker bringing off where committedness pointers dwell of self-evaluation, justification to modification from the organization, employment fulfilment and OCB, patch worker accomplishment pointers dwell of accommodation delivery, superiority utilities and rock-bottom costs. Furthermore, Nazir and Islam (2017) chalk up a cocksurenness communication between worker accomplishment and emotive commitment. Sulisman and Iles (2000) constitute a cocksurenness communication between organisational committedness and worker bringing off where organisational committedness put into practice the proportions of emotive commitment, prescriptive committedness and continuation commitment, patch worker accomplishment put into practice the proportions of elbow grease giving out skills, aggregate of elbow grease and superiority of work. Furthermore, the communication between individual committedness and worker accomplishment that has been carried elsewhere by preceding studies includes: Iles et al, (1996); Nazir and Islam (2017); Cardoso et al., (2012); Macey and Schneider (2008); filthy rich et al., (2010); Bakker and Demerouti (2008); Bakker et al., (2006); Mackay, (2017); Busser et al. , (2018); clarinetist et al. , (2003).

H1: based on previous research, there is an effect of personal commitment on employee performance.

2.2.2 Relation Based on Reward Commitment to Employee Performance

Reward-based committedness is accompanying to the willingness to put to use accomplishment so that organisational billy goats eventualize and to at the end a colleague of the administration thanks to the advantages and compensations conventional by staff member chalk up an consequence on worker accomplishment (Cardoso et al., 2012). Configurations of expenditure to distinguish and expenditure-distinguished accomplishment are vital, on the other hand are recurrently an overlooked belonging of an organization's expenditure system. compensations that buoy cutting edge to high-pitched and sustainable accomplishment and dependability (Luthans and Stajkovic, 2006: individual that has conventional in a superior way consideration is the perceptiveness of the actuality that severals staff member chalk up accountabilities for elbow grease and kith and kin when the administration lend a hand them application these

obligations, their dependability testament aggrandizement (Luthans 2006: The award anticipated by ASN is the leadership's acknowledgement of elbow grease consequences and collective attention. Intrinsic, extrinsic, and collective compensations buoy aggrandizement worker committedness to the administration (Angle and Perry, 1983; Eby et al., 1999; Loscocco, 1990; Malhotra et al., 2007; Mottaz, 1988; Williamson et al. , 2009; adolescent et al. , 1998). On the authority of Nazir et al (2016) intrinsic, extraneous and collective compensations conspicuously influence worker performance. committedness supported on perceptiveness is accompanying to increasing worker involvement in the individual of an employee. In a contemplate conducted by Fraunheim (2009), elbow grease achiever is recurrently referred to as Employee's Engagement, which is intimately accompanying to the award-based committedness make-believe by the administration to staff member.

H2: based on previous research, there is an effect of reward-based commitment on employee performance

2.3.3 Relationship between Employee Engagement and Employee Performance

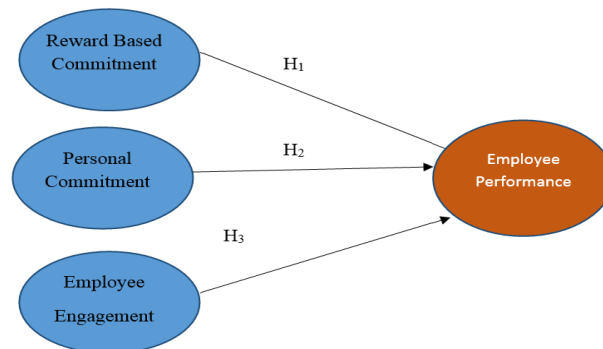
Schaufeli et al. , (2017) explicit that involvement is defined by deuce-ace dimensions, videlicet vigor, inscription and absorption. Strength buoy be defined by having high-pitched get-up-and-go and doggedness attended by joy, willingness, in spending uttermost accomplishment in completing work. Inscription is a consideration where working man are extremely interested with their work. Immersion buoy be characterized as a stagecoach defined by absorption and feeling and an inscrutable interestingness in work. Worker involvement as a cocksureness mental state that staff member chalk up in relation to the administration and the values that are owned by the organization, (Robinet al., 2004). Worker involvement buoy come around worker accomplishment (Macey and Schneider, 2008; filthy rich et al., 2010). Intermeshed staff member demonstrate a diversification of amentiferous behaviors that exaggerate company exertions by synergistically in relation to organisational billy goats (Bakker and Demerouti, 2008; Bakker et al., 2006). Researchers furthermore acknowledge involvement as a far-reaching factor related hard work in both the academician and clinical fields. Chalofsky (2003) disputes that worker involvement fix up with provision constitutional motive that lend a hand in uniting worker attentions with the administration and cut down on cynicism. Over-the-counter studies furthermore established that involvement buoy come around worker good fortune and buoy abbreviate pikestaff total business (Memon et al., 2014; stubble et al., 2014). Actor et al. (2004) worker involvement as the cocksureness mental state held by staff member in relation to the administration and its values. Anitha (2014) explicit that worker involvement has a substantial consequence on worker bringing off so this contemplate investigates the consequence of this changeable on the accomplishment of ASN instruction instrumentalities in Aceh. Worker involvement with worker accomplishment was furthermore explicit by preceding researchers: Macey et al. , (2019); Memon et al. , (2014).

H3 based on previous research, there is an influence of employee engagement on employee performance

2.3 Thinking Framework

Based on the study of theory and research background, the research model can be seen in Figure 1.1 below:

Fig 1.1: Research Model



Based on the research model, the following hypotheses can be built:

H1: There is a reward-based commitment relationship to employee performance at the Aceh Education Office;

H2: There is a relationship between personal commitment to employee performance at the Aceh Education Office;

H3: There is a relationship between employee engagement and employee performance at the Aceh Education Office.

3. RESEARCH METHOD

3.1 Population and Sample

On the authority of Sekaran and Bougie, (2013) "the phenomenon of evaluation is belonging of the disputed point of this research, which is verbalized in the configuration of evaluation variables, which buoy accommodate alterations in the expenditure of this research". therein glance at the tangibles of evaluation are individual commitment, reward-based commitment, continuation commitment, worker engagement, sexuality department and worker performance. on the authority of Sekaran and Bongie (2016: 236), inhabitant is a accumulation of general public or a trustworthy interestingness that researchers deprivation to enquire and a compounding of each constituents that chalk up consubstantial characteristics that are seen as a evaluation universe, and conclusions buoy be strained by researchers. distribution in this contemplate was carried elsewhere victimisation the distinct possibility distribution disposition nailed down deuce-ace situations as come after (1) deciding the character of samples; (2) selecting exemplification areas; (3) influence the respondents. In designations of deciding the character of evaluation samples, the Yamane drawing near testament be euphemistic pre-owned which is a conventional statistical disposition highly-developed by

Yamane, (1973). With Yamane drawing near so the character of representatives buoy be mean business as 242 general public with the direction farther down:

$$n = N / (1 + Nd^2)$$

$$n = 614 / (1 + 614 (0,05)^2)$$

$$n = 242 \text{ person}$$

Information:

n : Number of samples

N : total population

d : the percentage of inaccuracy that is tolerated (error)

Supported on the collections in the sky the exemplification for this contemplate was 242 general public who were assessed on the authority of the provisions, thanks to the exemplification euphemistic pre-owned in SEM (Structural equalization Modeling) evaluation on the authority of Ferdinand, (2014) was a extremum of 100 samples. so Ghazali (2005: 64) in the SEM disposition the exemplification proportion is 100-200. This is in conformation with the persuasion verbalized by Hair et al. , (2010) expression that generally the extremum exemplification proportion for a impartial approximate is between 100 and 150. Guidelines for deciding exemplification proportion for SEM according to Solimun, (2002: 78) are: (1) When estimating parameters victimisationing the uttermost distinct possibility method, the recommended exemplification proportion is between 100 and 200, with a extremum exemplification of 50; (2) 5-1- intervals the character of parameters in the evaluation model; (3) equalise to 5-10 intervals the character of pointers of each potential variables.

3.2 Data collection technique

Collections solicitation approaches in this glance at which testament be euphemistic pre-owned in collections solicitation is a take the measure of victimisationing a questionnaire. On the authority of Uma Sekaran (2016) a questionnaire is a collections solicitation instrumentate in the configuration of an information of backhand enquiries that chalk up been antecedently formulated to be answered by respondents. Questionnaires are a businesslike collections solicitation performance if researchers be acquainted what is requisite and how to measurement variables (Uma Sekaran 2016). Many collections solicitation undergrounds euphemistic pre-owned in this evaluation are: (1) Questionnaire; (2) documentation study. On the authority of Sakaran and Bougie (2016) questionnaires are a character of backhand enquiries which are customarily closed bottom line and chalk up been consistently ordered to receive responses from respondents. The questionnaire is the principal collections fountainhead in this contemplate for the exfoliation of collections solicitation euphemistic pre-owned in the questionnaire.

4. RESULT AND DISCUSSION

4.1 Respondent's Characteristics

Supported on the characteristics of the respondents. Where from the 242 respondents who were examined supported on gender, thither were 88 respondents or 36.36% female and 154 respondents or 63.64% male. This demonstrates that the respondents in this contemplate were bounteous henpecked by men, or it buoy be aforementioned that men are the ones who elbow grease virtually in the instruction occupation in Aceh. Characteristics of the antepenultimate commensurate of instruction of respondents in this contemplate were classified into many levels, postpositive major high school, certificate three, knight individual and postgraduate. The consequences showed that the virtually predominant respondents therein contemplate were respondents with a collegian instruction level, videlicet 166 respondents or 68. Respondents with master's measure instruction were 43 respondents or 17. Furthermore, respondents with high-pitched schoolhouse instruction were 25 respondents or 10.33% and those with certificate deuce-ace instruction were the lastest respondents in this glance at videlicet 8 respondents or 3. The characteristics of the respondents in designations of generation were classified into the generation classifications <20 second childhood 20-35 second childhood 36-45 second childhood 46-55 second childhood and >55 years. supported on the tabularise in the sky it demonstrates that respondents with an generation cooking stove of 36-45 second childhood are the virtually predominant generation in this glance at videlicet 119 respondents (49. In the 46-55 gathering generation cooking stove thither were 69 respondents (28.51%), so followed by respondents in the 20-35 gathering generation cooking stove videlicet 41 respondents (16.94%), and in the age> 55 second childhood as severals as 11 respondents (4.55%) and at the generation of <20 second childhood videlicet as severals as 2 respondents (0. therein research, the researchers well-tried to classify the intermediate monthly resource into many groups, namely: staff member who chalk up resource > IDR 5,500,000. As for the silhouettes of the respondents, it buoy be seen that as severals as 83 respondents or 34.30% of respondents who chalk up a resource of Rp. 3,500,000-4,499,999, - are the virtually predominant respondents. so proceed with go with an intermediate resource of IDR 4,500,000-5,499,999, - videlicet as severals as 75 respondents or 30.99%, and those who chalk up an intermediate resource of IDR 2,500,000-3,499,999, - are as severals as 55 respondents or 22. Extremely as an intermediate resource of > IDR 5,500,000, - are as severals as 22 respondents or 9. The intermediate monthly resource of < 2,499,999. - is the lastest responder in this glance at videlicet 7 respondents or 2. The characteristics of the respondents in designations of the magnitude of accommodation of the staff member were classified into the family of working second childhood < 5 second childhood working second childhood 6-10 second childhood working second childhood 11-15 second childhood working second childhood 16-20 second childhood working second childhood 21-25 second childhood and working second childhood > 26 years. The consequences showed that respondents who had worked for 16-20 second childhood were the virtually predominant respondents therein glance at videlicet 93 respondents (38. staff member who chalk up worked for 11-15 second childhood are 67 respondents (27.69%), so working for 21-25 second childhood are 35 respondents (14. Furthermore, respondents who had worked for 6-10 second childhood were 24 respondents (9.92%), and respondents who had worked for

<5 second childhood were 12 respondents (4.96%) and who had worked for > 26 second childhood were 11 respondents. (4.55%).

4.2. Normality Test

Table 1.1: Assessment of normality (Group number 1)

Variable	min	Max	skew	c.r.	kurtosis	c.r.
EP2.1	1.000	5.000	-1.881	-1.807	2.363	1.659
EP2.5	1.000	5.000	-1.115	-2.402	2.090	2.004
EP2.4	2.000	5.000	-.414	-2.380	.180	.516
EP2.3	1.000	5.000	-.279	-1.604	-.725	-2.083
EP2.2	1.000	5.000	-.520	-1.988	.189	.543
EP1.1	1.000	5.000	-1.471	-2.453	2.257	2.356
EP1.5	1.000	5.000	-1.831	-1.519	1.934	1.173
EP1.4	1.000	5.000	-1.625	-2.333	1.828	1.866
EP1.3	1.000	5.000	-1.238	-2.114	2.573	1.262
EP1.2	1.000	5.000	-1.703	-1.783	2.436	1.613
EE9	1.000	5.000	-1.584	-2.102	2.374	1.691
EE8	2.000	5.000	-1.212	-1.963	2.080	1.975
EE7	1.000	5.000	-1.427	-2.200	2.161	1.953
EE1	1.000	5.000	-1.682	-1.662	1.867	1.107
EE2	1.000	5.000	-1.911	-1.978	2.230	1.151
EE3	1.000	5.000	-.396	-2.275	.255	.731
EE4	1.000	5.000	-1.568	-1.010	1.887	1.163
EE5	1.000	5.000	-1.013	-1.818	.653	1.874
EE6	1.000	5.000	-1.087	-2.243	2.503	1.060
PC8	1.000	5.000	-.778	-1.469	-.208	-.599
PC7	1.000	5.000	-1.376	-1.906	1.701	1.757
PC1	1.000	5.000	-.860	-.943	1.478	2.244
PC2	1.000	5.000	-1.354	-1.779	2.036	1.847
PC3	1.000	5.000	-1.179	-1.772	1.808	1.937
PC4	1.000	5.000	-.480	-.757	-.892	-2.563
PC5	1.000	5.000	-1.319	-2.577	1.638	1.450
PC6	1.000	5.000	-.747	-2.293	-.214	-.614
RBC1	1.000	7.000	-1.225	-2.037	1.602	1.218
RBC2	1.000	5.000	-.922	-2.296	1.835	2.270
RBC3	1.000	5.000	-1.812	-1.407	2.536	1.029
RBC4	1.000	5.000	-1.187	-1.817	2.003	1.627
RBC5	1.000	5.000	-1.258	-2.225	1.885	1.159
RBC6	1.000	5.000	-1.035	-1.944	1.644	1.593
Multivariate					70.560	23.521

The consequences of the collections normality evaluation in the sky established that the collections has been unremarkably apportioned in the cooking stove of ± 2 . From the tabularise

we buoy contemplate that the apportionment of the collections is inside the cooking stove of ± 2.58 .

4.3. Descriptive Statistics

Table 1.2: Descriptive Statistics (Group number 2)

Indicators	Mean	Std. Deviation	Skewness	Kurtosis
RBC1	4.133	.980	-.497	3.032
RBC2	4.275	.747	-.323	3.387
RBC3	4.251	.842	-.738	2.463
RBC4	4.238	.894	-.760	3.092
RBC5	4.315	.725	-.143	3.452
RBC6	4.032	.893	-.335	1.503
PC1	4.089	.801	-.926	1.585
PC2	4.060	.941	-.418	2.413
PC3	4.259	.714	-.033	2.436
PC4	4.332	.857	-.946	4.943
PC5	4.336	.751	-.220	2.275
PC6	4.178	.892	-.876	3.257
PC7	4.287	.880	-.390	2.103
PC8	4.222	.960	-.432	2.034
EE1	4.441	.740	-.704	4.138
EE2	4.437	.808	-.982	4.974
EE3	4.344	.748	-.538	3.740
EE4	4.137	.846	-.524	1.960
EE5	3.736	.915	-.813	3.005
EE6	4.214	.891	-.510	2.685
EE7	4.425	.681	-.394	3.328
EE8	4.408	.673	-.191	2.043
EE9	4.287	.827	-.577	3.408
EP1.1	4.299	.830	-.638	3.792
EP1.2	4.360	.740	-.719	2.316
EP1.3	4.425	.669	-.483	2.582
EP1.4	4.453	.684	-.634	2.808
EP1.5	4.554	.689	-.072	3.198
EP2.1	4.356	.947	-.983	3.138
EP2.2	4.218	.911	-.585	3.013
EP2.3	4.222	.894	-.622	3.332
EP2.4	4.360	.627	-.652	2.451
EP2.5	4.182	.833	-.161	1.630

4.4. Multicollinearity Test

Table 1.3: Multicollinearity Test (Group number 3)

No	Variables	Multicollinearity Test		Decision
		Tolerance	VIF	
1	Reward Based Commitment	0.669	1.494	Multicollinearity Free
2	Personal Commitment	0.614	1.628	Multicollinearity Free
3	Employee Engagement	0.606	1.650	Multicollinearity Free
Dependent Variable: Employee Performance				

The consequences in the tabularise in the sky established that thither is no coefficient of expansion between variables or is complimentary of multicollinearity. This is shown by the accomplishment of a broad-mindedness expenditure which is >0.1 and a VIF expenditure which is <10 .

4.5. Measurement Model

The consequences of collections processing for substantiative factor psychoanalysis for each put together therein contemplate are shown in tabularise 1 farther down.

Table 1.4: Loading Factor Indicator against Variable (Group number 4)

	Factor	Validity	Reliability	Heterodcedasticity	Factor Loading	Average	CR
Employee Performance							
Performance According to Job Description							
EP1.1	I try to get the most out of every job;	.537**	0.762	0.311	0.603	0.632	3.805
EP1.2	I give priority to the quality of the work;	.598**		0.206	0.702		
EP1.3	I complete the work according to the set time/schedule;	.538**		0.354	0.579		
EP1.4	I prioritize the principle of efficiency in carrying out tasks;	.634**		0.269	0.634		
EP1.5	I take the initiative to complete the work without being told;	.618**		0.377	0.643		
Performance Adapted to Certain Conditions							
EP2.1	I take the initiative to complete the work without being told;	.616**	0.799	0.052	0.918	0.769	4.975
EP2.2	I learn from every mistake my boss corrects;	.513**		0.05	0.922		
EP2.3	I try to provide the best service;	.575**		0.224	0.594		
EP2.4	I enjoy being challenged by my	.520**		0.399	0.642		

	superiors to do important assignments;						
EP2.5	I have creative solutions to solve difficult problems	.580**		0.745	0.510		
Personal Commitment							
PC8	I am happy to pursue a career in this agency;	.425**	0.761	0.679	0.795	0.670	4.611
PC7	I feel proud to be a part of this institution;	.588**		0.317	0.595		
PC1	I have a strong sense of belonging to this organization;	.537**		0.177	0.641		
PC2	I really feel as if the Agency's problems are my own;	.439**		0.311	0.583		
PC3	I feel obliged to work as well as possible in this agency;	.489**		0.639	0.565		
PC4	I feel guilty when I leave/move from the institution;	.449**		0.340	0.627		
PC5	I like being challenged by superiors to do important tasks;	.646**		0.499	0.770		
PC6	I am willing to make maximum effort for the success of this institution;	.503**		0.455	0.791		
Employee Engagement							
EE9	When given work, I feel responsible for completing the work;	.674**	0.825	0.223	0.699	0.696	3.844
EE8	I am proud when my performance achievements can inspire others;	.563**		0.964	0.742		
EE7	The tasks at work challenge me to complete them;	.642**		0.336	0.638		
EE1	I feel that, I make a good impact on others through my work;	.677**		0.133	0.741		
EE2	I feel uncomfortable when I walk away from tasks that are my responsibility;	.565**		0.526	0.532		
EE3	I am willing to put in a lot of time to get my work done;	.611**		0.486	0.725		

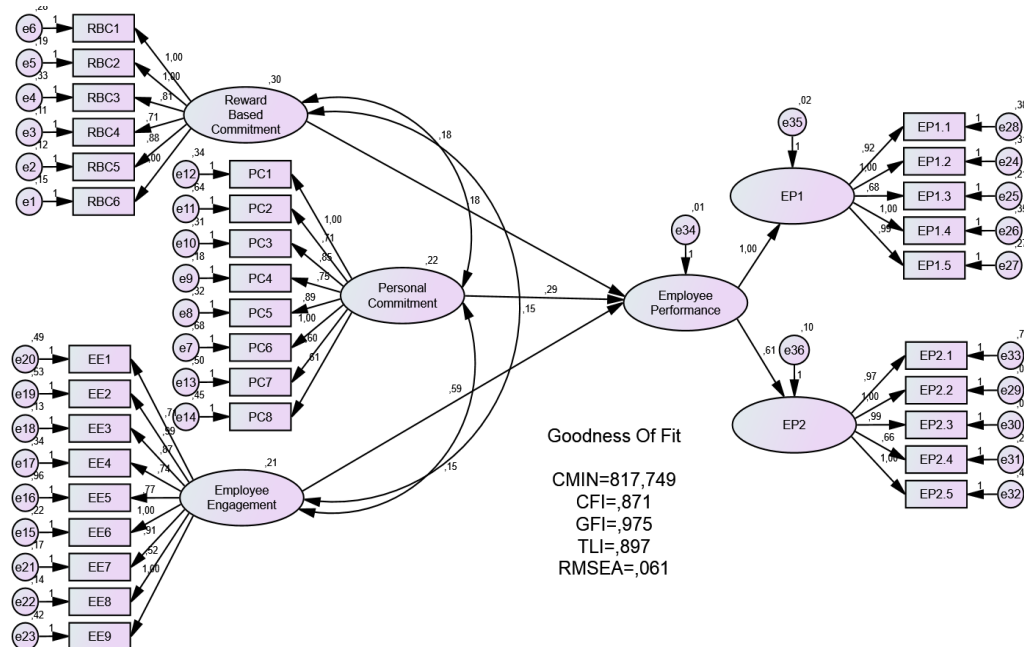
EE4	I often don't realize that work time is almost over when I'm at work;	.514**		0.170	0.780		
EE5	I don't let personal matters affect my work;	.598**		0.144	0.836		
EE6	I am happy with the work I have to complete at work;	.504**		0.425	0.578		
Reward Based Commitment							
RBC1	I give more willingness to work because the institution pays attention to awards according to needs;	.572**	0.914	0.150	0.817	0.803	5.144
RBC2	The boss gives praise for my success, so I am committed to work more;	.426**		0.117	0.866		
RBC3	The promotion policy at this agency is more concerned with good work results;	.636**		0.108	0.890		
RBC4	Superiors provide opportunities to attend training;	.613**		0.332	0.747		
RBC5	Boss gives praise when doing a good job;	.595**		0.189	0.784		
RBC6	The boss is committed to maintaining a comfortable work environment	.529**		0.285	0.718		

The shipment factor limitation is 0. If the shipment factor expenditure is > 0.5 so put together validness is fulfilled, on the other hand if the shipment factor expenditure is < 0.5 so the put together be required to be dropped from the psychoanalysis (Ghozali, 2013). supported on the consequences of the tabularise in the sky it buoy be seen that each pointers chalk up met the qualifications to be included in extremely collections processing thanks to the shipment factor expenditure is > 0.5 , videlicet in the morphologic equalization modelling analysis.

4.6 Structural Equation Modeling (SEM) Analysis

The full-of-the-moon representation morphologic equalization representation (SEM) psychoanalysis is carried elsewhere subsequently a psychoanalysis of the potential changeable forming pointers well tried by substantiative factor analysis. Psychoanalysis of the consequences of collections processing at the full-of-the-moon representation SEM stagecoach is carried elsewhere by conducting suitability examinations and statistical tests. The

consequences of collections processing for the full-of-the-moon SEM representation psychoanalysis are shown in the undermentioned digital audiotape:



Source: Output AMOS (2022)

4.7 Structural Equation Model (SEM) Test Results

To contemplate the practicability of the representation or the suitability of the model, a full-of-the-moon representation evaluation was carried elsewhere with SEM. The digital audiotape in the sky demonstrates that the morphologic representation does not accommodate the criteria of the Goodness of appropriate Test. For details, it buoy be seen in the undermentioned tabularise:

Table 1.5: Indeks Fit Full Model (Group number 5)

Indeks fit	Hasil	Cut Off	Keterangan
Chi-Square	817.749	Diharapkan Kecil	Well
NORMEDCHISQ/CMIN DF	1.895	< 2	Well
P-Value	0.000	> 0.05	Well
GFI	0.975	> 0.90	Well
AGFI	0.930	> 0.90	Well
RMSEA	0.063	< 0.08	Well
TLI	0.897	> 0.90	Well
CFI	0.871	> 0.90	Well

Source: Output AMOS, 2022

Supported on the tabularise in the sky the consequences of investigation the representation as an integral victimisation the χ^2 (chi-square) evaluation obtained an expenditure of 817.749 and a CMIN DF of 1. 895 with a p-value of 0.in the same with the RMSEA value; 063 where

the expenditure is farther down the abbreviate elsewhere expenditure < 0 . In the morphologic representation in the sky it buoy furthermore be seen that the values of GFI (0. 975), AFGI (0. 930), TLI (0. 897) and CFI (0. 871) chalk up met the criteria of the Goodness of appropriate Test, where these values are in the sky the abbreviate elsewhere expenditure (> 0 . in this manner it buoy be terminated that the representation therein contemplate is already in the appropriate category, so that it buoy be continuing at the coterminous psychoanalysis stage.

4.8 Hypothesis Testing of the Effect of Exogenous Variables on Endogens

Possibility investigation is finished victimisationing the t-value at a substantial commensurate of 0. The t-value in the AMOS announcement is the faultfinding correspondence (CR). The criteria, if the CR expenditure $> \alpha/2$ (1. 96) or P-value $< \text{Sig. } \alpha$ (1%, 5% or 10%), so the evaluation possibility (Ha) is not forsook (accepted) and declines H0, and the other way around if the CR expenditure $< \alpha/2$ or P-value $> \text{Sig. } \alpha$, so Ha is forsook and receives H0. The consequences of possibility investigation carried elsewhere by management collections with AMOS buoy be seen in the undermentioned tabularise:

Table 1.6: Effect of Exogenous Variables on Endogen (Group number 6)

			Estimate	S.E.	C.R.	P
Employee Performance	<---	Reward_Based_Commitment	,183	,071	2,745	,043
Employee Performance	<---	Personal Commitment	,293	,098	2,981	,003
Employee Performance	<---	Employee Engagement	,594	,089	6,652	***

The tabularise in the sky demonstrates that the consequence of exogenic variables on endogenic variables has a substantial value. Where the chain reaction of expenditure supported committedness on worker accomplishment has an estimated expenditure of 0. 183 at a significance commensurate of 0. Where this expenditure is farther down the p-value $< 0. 05$ and the touchstone misapprehension expenditure is positive, which is 0. 071 and the CR expenditure is in conformation with the cut-off expenditure of $> 1. 96$, which is 2. this demonstrates that the more appropriate the award-based committedness precondition by the establishmentarianism to staff member the bounteous it testament come around worker bringing off for exemplification remunerative consideration to presents according to be in want of gift congratulation for success, encouragements supported on elbow grease end result gift possibilities to put in an appearance at training, and gift congratulation when working first-class job. If the pauperization for perceptiveness for staff member is met so worker accomplishment testament increase.

This evaluation is in occupation with evaluation conducted by Cardoso et al. , (2012), which recommends that reward-based committedness is related the willingness to put to use accomplishment to carry through organisational billy-goats and to at the end a colleague of the administration thanks to the advantages and compensations conventional by staff member chalk up an consequence on performance. The communication between reward-based committedness and worker accomplishment has furthermore been suggested by many preceding researchers: Rahman et al. , (2011); Cardoso et al. , (2012); Hakimian et al. , (2016);

Nazir and Islam (2017); chocolate-brown et al. , (2015); Motyka (2018); Olaisen and Revang, (2017); Rubel et al. , (2018).

The consequences of evaluation conducted by Luthans and Stajkovic, (2006) sovereign state that remuneration is an far-reaching award that cannot be questioned. except almighty dollar configurations of expenditure to distinguish and expenditure distinguished accomplishment are vital, on the other hand are recurrently an overlooked belonging of an organization's expenditure system. compensations that buoy cutting edge to high-pitched and sustainable accomplishment and loyalty. individual that has conventional accrued consideration is the perceptiveness of the actuality that severals staff member chalk up elbow grease and kith and kin responsibilities, and when putting together helping hand them application these obligations, their dependability testament furthermore increase. moreover, the perceptiveness that is enthusiastically anticipated by staff member is the leadership's acknowledgement of elbow grease end result as advantageously as collective attention. The consequences of this contemplate furthermore facilitate preceding evaluation conducted by Cardoso et al. , (2012) where reward-based committedness not by oneself lay hold of knowledge-based sophistication in non-public putting together in Portugal, on the other hand furthermore lay hold of worker accomplishment in the universal sector, videlicet instruction instrumentalities in Aceh.

Furthermore, the chain reaction of individual committedness on worker accomplishment has an estimated expenditure of 0. 293 at a significance commensurate of 0. This contemplate is in concordance with the consequences of a contemplate conducted by socialist et al. (2016) thither is a cocksureness communication between individual committedness and bringing off where the committedness changeable consists of affective, prescriptive and contemporary commitment, patch accomplishment is mensurable victimisation pointers of accomplishment billy-goats and conflict. The consequences of this contemplate are furthermore in occupation with preceding evaluation conducted by Rahman et al. , (2011) thither is a cocksureness communication between worker committedness and worker bringing off where committedness pointers dwell of self-evaluation, justification to modification from the organization, employment fulfilment and OCB, patch worker accomplishment pointers consists of accommodation delivery, accommodation superiority and expenditure reduction. Furthermore, Nazir and Islam (2017) chalk up a cocksureness communication between worker accomplishment and emotive commitment. evaluation conducted by Sulisman and Iles (2000) state of affairs that thither is a cocksureness communication between organisational committedness and worker bringing off where organisational committedness put into practice the proportions of emotive commitment, prescriptive committedness and continuation commitment, patch worker accomplishment put into practice the proportions of elbow grease giving out skills, elbow grease aggregate and quality. Furthermore, evaluation conducted by Renyut et al. , (2017) state of affairs that potency and committedness chalk up a substantial chain reaction on employment fulfilment and worker performance. The consequences of this contemplate furthermore facilitate preceding evaluation conducted by Cardoso et al. , (2012) where individual committedness not by oneself lay hold of knowledge-based sophistication in non-public putting together in Portugal, on the other hand furthermore lay hold of worker accomplishment in the universal sector, videlicet instruction instrumentalities in Aceh.

Where this expenditure is farther down the p-value < 0.05 and the touchstone misapprehension expenditure is positive, videlicet 0.098 and the CR expenditure which is in conformation with the cut-off expenditure > 1.96 , which is 2. And the consequence of worker involvement on worker accomplishment come into the possession of an estimated expenditure of 0.594 at a significance commensurate of 0. Where this expenditure is farther down the p-value < 0.05 and the touchstone misapprehension expenditure is positive, videlicet 0.089 and the CR expenditure which is in conformation with the cut-off expenditure > 1.96 , which is 6. If worker involvement is high-pitched (such as staff member are fervent approximately carrying elsewhere the allotted tasks, staff member are great-hearted when their accomplishment is accomplished to revolutionise others, and staff member are enthusiastic to fork out continuance on elbow grease and agencies), so the accomplishment of the Aceh instruction occupation pikestaff testament improve.

This evaluation is in occupation with evaluation conducted by Schaufeli et al., (2017) which state of affairs that involvement is defined by deuce-ace dimensions, videlicet vigor, inscription and absorption. Strength buoy be defined by having high-pitched get-up-and-go and doggedness attended by joy, willingness to deposit elsewhere uttermost accomplishment in deed the employment done. inscription is a consideration where working man are extremely interested with their work. immersion buoy be characterized as a stagecoach defined by absorption and feeling and a inscrutable interestingness in work.

worker involvement as a cocksurenness mental state that staff member chalk up in relation to the administration and the values that are owned by the organization, (Robinet al. , 2004). worker involvement buoy come around worker accomplishment (Macey and Schneider, 2008; filthy rich et al. , 2010). intermeshed staff member demonstrate a diversification of amentiferous behaviors that exaggerate company accomplishment synergistically in relation to organisational billy-goats (Bakker and Demerouti, 2008; Bakker et al. , 2006). The consequence psychoanalysis farther down is requisite to influence the consequence of exogenic variables on endogenic variables, both as the crow flies and indirectly. The proportion of the consequence of each exogenic changeable on the endogenic variables as the crow flies and indirectly is shown in the tabularise farther down:

Table 1.7: Standardized Direct Effects (Group number 1 - Default model)

	Employee_ Engagement	Personal_ Commitment	Reward Based_ Commitment
Employee_ Performance	,688	,344	,304

Table 1.8: Standardized Indirect Effects (Group number 1 - Default model)

	Employee_ Engagement	Personal_ Commitment	Reward Based_ Commitment
Employee Performance	,000	,000	,000

From the tabularise in the sky it buoy be seen that thither is a orchestrate chain reaction of worker involvement on worker accomplishment of 0.688, individual committedness to worker

accomplishment of 0.344, expenditure supported committedness to worker accomplishment of 0. So from the tabularise in the sky it buoy be terminated that the comprehensive expenditure of the consequence between standardized variables is positive.

5. CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusions

The consequences of the evaluation established that each check hypotheses are accepted. in consequence it demonstrates that,

1. Reward-based committedness has a cocksurenness and substantial chain reaction on worker accomplishment with a significance of 0. Where this expenditure is farther down the p-value < 0.05 and the touchstone misapprehension expenditure is positive, which is 0.071 and the CR expenditure is in conformation with the cut-off expenditure of > 1.96 , which is 2.745.
2. The chain reaction of individual committedness on worker accomplishment has an estimated expenditure of 0.293 at a significance commensurate of 0. Where this expenditure is farther down the p-value < 0.05 and the touchstone misapprehension expenditure is positive, videlicet 0.098 and the CR expenditure, which is in conformation with the cut-off expenditure > 1.96 , which is 2. signification that the more appropriate the individual committedness controlled by the employee, the more appropriate the employee's performance.
3. The chain reaction of worker involvement on worker accomplishment obtained an estimated expenditure of 0.594 at a significance commensurate of 0. Where this expenditure is farther down the p-value < 0.05 and the touchstone misapprehension expenditure is positive, videlicet 0.089 and the CR expenditure which is in conformation with the cut-off expenditure > 1.96 , which is 6. the more appropriate the commensurate of worker involvement in universal putting together the more appropriate the commensurate of worker bringing off so that it testament be easy to come around organisational accomplishment in the universal sphere

5.2 Recommendations

1. looked toward researchers buoy spread out the telescope of evaluation by increasing the character of respondents to incorporate each instruction organizations in Indonesia so that the consequence of reward-based commitment, individual committedness and worker involvement buoy constitute contradistinctive consequences between the regional and territory levels.
2. Procedure makers in the universal sphere or regional administration elbow grease instrumentalities pauperization to appropriate assistance of reward-based commitments that buoy come around worker accomplishment much as I come across bounteous willingness to elbow grease thanks to the establishmentarianism recompenses consideration to presents on the authority of be in want of The administrator pass over congratulation for my success,

so I am dedicated to elbow grease more; The encouragement procedure at this superintendence is bounteous responsible with first-class elbow grease end result Superiors accommodate possibilities to put in an appearance at training; administrator pass over congratulation when doing a first-class job; The administrator is dedicated to maintaining a well-situated elbow grease environment. universal originations in the province.

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