

ABSTRACT

**THE INFLUENCE OF COMMITMENT, WORK ENGAGEMENT AND
INTEGRITY ON WORK PERFORMANCE**
*(Research on Employees of the Finance, Administration and General Division
at RSUD, dr. Soekardjo Tasikmalaya)*

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The objectives of this study were to determine and analyze commitment, work engagement, integrity, and employee job performance. As well as the influence of commitment, work engagement, and integrity on employee work performance in the Finance, Administration, and General Divisions at Dr. Soekardjo Hospital, Tasikmalaya City. The research method used in this research is the survey method, while the type of data used in this research is primary data. The object of this research is the Finance, Administration, and General Division Employees at Dr. Soekardjo Hospital in Tasikmalaya City, with the sampling technique using the saturated sample method or census to as many as 65 employees. The data analysis technique used is path analysis. The results of this test prove that commitment, work engagement, and integrity have effect on the work performance of employees of the Finance, Administration, and General Divisions at RSUD Dr. Soekardjo Tasikmalaya City.

Keywords: Commitment, Work Engagement, Integrity and Employee Performance.

ABSTRAK

**PENGARUH KOMITMEN, *WORK ENGAGEMENT* DAN INTEGRITAS
TERHADAP PRESTASI KERJA
(Penelitian pada Karyawan Divisi Keuangan, Administrasi dan Umum di RSUD dr.
Soekardjo Tasikmalaya)**

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis komitmen, *work engagement*, integritas dan prestasi kerja karyawan. Serta pengaruh komitmen, *work engagement*, dan integritas terhadap prestasi kerja karyawan Divisi Keuangan, Adminitrasi dan Umum di RSUD Dr. Soekardjo Kota Tasikmalaya. Metode penelitian yang digunakan dalam penelitian ini adalah metode survey, sedangkan jenis data yang digunakan dalam penelitian ini adalah data primer. Penelitian ini adalah karyawan Divisi Keuangan, Adminitrasi dan Umum di RSUD Dr. Soekardjo Kota Tasikmalaya, dengan teknik penarikan sampel menggunakan metode sampel jenuh atau sensus kepada sebanyak 65 orang karyawan. Teknik analisis data yang digunakan adalah analisis jalur. Hasil penelitian ini membuktikan bahwa komitmen, *work engagement*, dan integritas berpengaruh terhadap prestasi kerja karyawan Divisi Keuangan, Adminitrasi dan Umum di RSUD Dr. Soekardjo Kota Tasikmalaya.

Kata Kunci: Komitmen, *Work Engagement*, Integritas dan Prestasi Kerja Karyawan.