

Effect of Empowerment and Work Environment on Employee Performance Supported by Organizational Commitment

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ABSTRACT

This study aims to examine the effect of empowerment and the work environment on employee performance supported by organizational commitment so that conducting this test will benefit the parties concerned. The study was conducted in eight manufacturing companies in the field of road markings in Indonesia. The sample in this study were 200 employees. The sampling technique was 25 employees each in 8 companies. The method used in this research is data analysis using the Structural Equation Modeling (SEM) approach assisted by the Lisrel (Linear Structural Relationship) program 8.8. Data obtained from surveys by distributing quantitative method questionnaires. The results showed that empowerment and the work environment were positively related to organizational commitment and employee performance. In this case the organizational commitment as a supporter of the influence of empowerment and the work environment on employee performance. research results should be used for the development of human resource management science. This research has a contribution to manufacturing companies. In this case, the company needs to empower employees by giving authority and involvement in decision making so that performance improves. Companies also need to condition a work environment that is conducive and supportive in every process of carrying out employee work so that it will improve employee performance.

Keywords: *Empowerment, work environment, organizational commitment, employee performance*