

## The Effect Of Organization Commitment To Performance Of Partai Kebangkitan Bangsa (PKB) Members Of Indonesian Parliament

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### ABSTRACT

*Partai Kebangkitan Bangsa (PKB) a political party who carried the spirit of pluralism, democracy and has a long history of fighting for the rights of Indonesian to live safely, peacefully and comfortably. PKB is one of political party in Indonesia Parliament Faction in Peoples Representative Council , Partai Kebangkitan Bangsa (National Awakening Party) or PKB is Indonesia's fifth largest party in the Indonesian House of Representatives (DPR). The respondents of this study are 47 members of DPR from PKB factio , had a big mandate but the performance is bad. Commitment to an organization is an effective response (attitude) that results from evaluating work situations that connect or attach individuals to the organization. This study aims to determine the relationship between organizational commitments to their performance, especially in the PKB members'. This study uses a quantitative approach, survey methods and regression analysis techniques. In organizational commitment to PKB DPR RI members, they should have what is associated with a sense of identification (trust in organizational values), involvement (willingness to do their best for the sake of the organization) and loyalty (the desire to remain a member of the organization concerned). The results of this study indicate that the relationship between organizational commitment and the performance of members of the PKB faction is significantly correlated, means that board members who have high organizational commitment will have a good The implication is an effort that can be made by the leadership by understanding and uniting the perceptions of FPKB DPR RI members who works in DPR to create a conducive working atmosphere.*

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**Keywords: Indonesia Parliament, Organizational Commitment, Performance, PKB.**

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## INTRODUCTION

Since the beginning of the reform era, every Indonesian society member has an important role in determining Indonesia's leadership in the next five years. Election of president, vice president and legislative members is held every five years and plays an important role. The Indonesian state that adhered to a democratic government system has three highest leaders. The position of the three leaders is equal and harmonious because the core of democracy is the absence of supreme power on one side and the people play an important role in every government policy.

The Republic of Indonesia divides its politics into three branches, namely executive, legislative and judicial powers. The legislative power is among others vested in *Dewan Perwakilan Rakyat* (DPR) or the House of Representatives of the Republic of Indonesia which shoulders vital legislative, budgetary, and supervisory functions over the Indonesian government system. The position of the three leaders is equal and harmonious because the core of democracy is the absence of supreme power on one side and the people play an important role in every government policy. This type of leadership is better known as Trias Politica, namely the separation of government power into three fields having an equal position. The executive body has the duty to implement the rules that have been made and which are in this function are the president, vice president and the ranks of the ministries. Meanwhile, the Judicial Institution is tasked with maintaining the implementation of existing legislation and which is in this function is the Supreme Court, the Constitutional Court and the Judicial Commission. The last is the Executive Institution, the task of this Institute is to make laws that include the House of Representatives (DPR), the Regional Representative Council (DPD) and the People's Consultative Assembly (MPR).

Members of the Council or members of the DPR are directly elected by the people through legislative elections. This resulted in the community's demands on the performance of MPs being very high, because they were considered as elected people who were entitled to represent the people to voice their aspirations towards the current government. The community thinks that the DPR RI has not been able to carry out its functions optimally as expected. This is reflected in the results of various surveys or polls conducted, both by the mass media and non-governmental organizations (NGOs). In general, it is said that the performance of the DPR RI is poor and the community is not satisfied with the work of the MPs in voicing their aspirations.

The election of members of the council is drawn from various political parties participating in the election. This political party in writing is intended as a cadre of political generations who can educate their members so that they are aware of political issues which influence the people. One political party that has been established for a long time is Partai Kebangkitan Bangsa (PKB). It has been 21 years since PKB accompanied Indonesia's journey in becoming a democratic country. 47 seats out of 560 total seats of DPR members are filled by the best cadres of PKB to represent the people's aspirations.

The performance of board members of the PKB party (or arguably the party faction) can also be interpreted as the performance of members who can be observed in terms of discipline and accuracy in work, cooperation in achieving productivity optimally. By showing optimal performance, FPKB members of the House of Representatives will get stronger legitimacy from the community and constituents. With a functionally strong parliament, a quality check and balance system can be hopefully built between the Council and the Government.

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So far, changes and improvements to the DPR RI Rules of Procedure have been carried out in order to improve the performance of the House of Representatives, especially the legislative member of the FPKB DPR RI at this time. DPR members have highly strategic duties in legislative, budgetary, and supervisory functions. To that reason, PKB pays special attention to the performance of DPR members, particularly those from their faction, by benchmarking the output of their works. The benchmarking results are then used as future recommendation for assigning each of their cadres to the suitable position and commission.

It is undeniable that the FPKB DPR RI candidate members are included in the provisional list of candidates who come from figures close to party leaders, or popular people, such as from the artist community, or from former national athletes. This will greatly affect the performance and competence and commitment of members of the FPKB DPR RI because they are of high quality. In general community assessment, there is a failure of political parties in conducting cadre, so that the phenomenon of nominating artists and former athletes (public figures) is expected to boost votes in the electoral process. While for artists and former athletes, becoming a candidate for legislative member is an opportunity to devote themselves to the nation in the political field by taking advantage of their popularity. The popularity of legislative candidates is often used by political parties to boost party votes, coupled with a pattern of recruitment that is open to public, a political party will attract a lot of cadres, which means a bigger chance to gain the party's victory in the election.

Based on that reason, the members of the FPKB of the House of Representatives should not only rely on popularity but also have to include good performance. In an effort to encourage the performance of the apparatus, it is necessary to pay attention to factors that can influence it, namely humans as the main factor because humans have thoughts, feelings, self-esteem, social status and other needs. The success of an organization is not solely due to existing good and high competence members that the organization has, but it is also influenced by the commitment of the members themselves to work using their abilities to the fullest. With this commitment, a power will emerge to encourage members of the FPKB DPR RI to mobilize all their abilities.

Commitment is an important role in increasing performance as people with high commitment will do their best to complete their work the best they can. DPR RI FPKB members who have political commitment, in the process of implementing the constitution based on the creation of a system of supervision and balance between state institutions. Commitment can increase a work activity because people who have high commitment will do their best to complete their work as well as possible. DPR RI FPKB members are expected to have political commitment, in the process of implementing the constitution based on the creation of a system of supervision and balance between state institutions.

In organizational commitment to FPKB DPR RI members, they should have what is associated with a sense of identification (trust in organizational values), involvement (willingness to do their best for the sake of the organization) and loyalty (the desire to remain a member of the organization concerned). Because there are three main elements in organizational commitment (a sense of identification, involvement and loyalty) that becomes a very important basis for employees to achieve success in carrying out their duties, so as to create good performance. Thus employees who have a high commitment to the organization will show improvement in their performance. Organizational commitment and competence play an important role in employee performance. (Renyut et al, 2017).

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Based on the background of the problems that have been submitted, from the description above the performance of the DPR RI FPKB members is made as the dependent variable while the independent variable used is limited to the organizational commitment of the DPR RI board members.

## **THEORITICAL FRAMEWORK**

### *Performance*

Performance comes from the notion of performance, which is the result of work or work performance. But actually, the performance has a broader meaning, not only the results of work, but including how the work process takes place. According to Armstrong and Baron (2014) in Wibowo (2015), performance is the result of work that has a strong relationship with organizational goals, customer satisfaction, and economic contribution.

The concept of performance is expressed by Dessler who defines performance as work performance, which is a comparison between actual work results and established work standards. Thus, the performance focuses on the results of someone's work. This means that the performance results from the function of a particular job or the results of an activity during a certain period of time.

However, often the results shown from a performance are influenced by factors that are outside the employee's product quality control, competition, equipment, technology, budget constraints, coworkers, and supervision. If uncontrolled factors are less relevant in certain situations, there are other problems with performance-based results. Therefore, the need for assessment and feedback, as information material to learn the need to change employee behavior, as an effort to improve performance.

This view reveals that a person's performance in relation to the tasks of the organization for which they are responsible is influenced by various factors, including individual personality, organization, and the external environment of the organization. In addition, Armstrong and Baron suggest that a person's performance is influenced by four factors, namely; personal factors, including individual skills, competencies, motivation and recruitment, quality leadership factors and providing motivation, guidance and encouragement, factors of work systems and facilities provided by the organization, situational factors include changes and emphasis from internal and external factors. Performance in carrying out its functions does not stand alone, but is related to job satisfaction and reward levels, influenced by the skills, abilities, and individual traits.

In political parties there are several important functions that are carried out by parties as a means of applying their goals. One of the functions of political parties related to this is the recruitment of political parties. Stoner in Samsudin, defines recruitment as the process of gathering job title candidates in accordance with the human resource plan to occupy a certain position or occupation. Basically, it is an attempt to fill vacant positions or jobs within an organization or company, for that there are two sources of labor, namely sources from outside (external) organizations or companies and sources from within (internal).

### *Partai Kebangkitan Bangsa Faction (F-PKB)*

This party has been established since July 23, 1988 with the ideologies carried as Pancasila, liberalism and pluralism. PKB was founded by the kiai of Nadhatul Ulama (NU) namely Munasir Ali, Ilyas Ruchiyat, Abdurrahman Wahid, A. Mustofa Bisri and

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A. Muhith Muzadi. PKB first took part in the elections in 1999 and proposed a president, Gus Dur (Kyai Haji Abdurahman Wahid) in 1999-2001. In the 2004 elections PKB votes received 10.57% and 52 seats in the DPR-RI. Whereas in 2008 the voice was reduced considerably by acquiring only 27 seats. In 2009, the increase in votes returned to get 47 seats, more than double the previous period.

F-PKB until now is led by Muhaimin (Cak Imin) who has a vision that all political parties in Indonesia must have the same goal so that Indonesia can create a just, prosperous and peaceful. Even though F-PKB is dominant with a party based on the majority religion, namely Islam, the party's vision is highly upholding Indonesian pluralism and highly appreciating the diversity of culture, ethnicity, race and religion in Indonesia without taking sides.

F-PKB, from the beginning, declared itself as an open party even though the party was initiated by the PBNU, the F-PKB membership was not limited to Islam. Likewise in the recruitment of candidates for legislative members already have a standard procedure set by the party in terms of the recruitment mechanism for candidates. The mechanism was stated in Party Regulation no.2 of 2008. To become an F-PKB candidate in the 2009 Election, the source of recruitment came from FPKB cadres and non-cadres and NU. F-PKB as an open and inclusive party tries to accommodate various ethnicities and religions to become F-PKB candidates. As for the candidates for legislative members from the F-PKB can come from inside or outside the FPKB as stated in article 3 paragraph (1) points a and b of the Party Regulation that the source of recruitment comes from; a) PKB Management, Autonomy Agency / FPKB Institution, NU Management, Autonomy Agency / NU institution at all levels with a percentage of 70%. b) Professional and astute scholars with a percentage of 30%.

### *Organizational Commitment*

Commitment comes from the Latin word "commit" which is "committer" which means to initiate an action, collect, combine, entrust, and do. Commitment is not carried by a person from birth, but appears, grows and develops by the influence of various factors. For example, one's commitment to an organization is an effective response (attitude) that results from evaluating work situations that connect or attach individuals to the organization. Darwish A Organizational commitment is defined as a feeling of employee obligation to stay with the organization, this feeling results from the pressure of normative internalization that is given to an individual.

Based on its development there are several models of commitment, Darwish A said organizational commitment can be divided into 3 namely affective commitment, ongoing commitment, and normative commitment. A description of the three commitments can be described as follows:

1. Affective commitment: Nelson defines affective commitment as a relationship between an employee and his organization that prevents the employee from leaving the organization because it is based on emotional attachment to the organization. Research from English et al with the title Moderator effect of organizational tenure on the relationship between psychological climate and affective commitment. In the study, affective commitment was found to be stronger for employees with longer service periods, in addition to the involvement of superiors, it was very important for affective commitment. Meyer et.al, high affective commitment was found to be associated with low employee turnover, low absenteeism and better performance.
2. Ongoing Commitment: Refers to commitments based on employee recognition relating to the cost of leaving the organization. Thus, employees with strong on-

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- going commitment remain with the organization because of the high personal sacrifice associated with leaving the organization. English et.al said that ongoing commitment illustrates the need for individuals to remain with the organization as a result of the recognition of the costs associated with leaving the organization. In his research found that organizational support has a positive impact on ongoing commitment.
3. Normative Commitments: English in his research explains that normative commitments reflect the feelings of someone who is obliged to maintain organizational membership because he is loyal and will remain in the organization. Jha argued that normative commitment is a natural tendency to be loyal and committed to institutions or organizations like family, marriage, country and religion. They are solely committed they believe it is indeed done.

Based on the analysis of some developing concepts, it can be synthesized that organizational commitment is the attachment of one's feelings to aspects of the organization with indicators (a) Loyalty to the organization, (b). Accepting organizational goals, (c). Running the values of the organization, (d). Comply with organizational regulations, and (e). Responsible for the organization.

## RESEARCH METHOD

This study uses a quantitative approach, survey methods. The selection of survey methods is used because it can describe phenomena or events that are happening to several variables that affect in a path diagram. Research hypothesis testing is carried out using regression and correlation analysis techniques. Regression analysis is used to predict the relationship model while correlation analysis is used to determine the degree of influence between research variables. The hypothesis tested in this study is that there is a positive and significant direct effect of Organizational Commitment on the Performance of DPR RI members.

This research was conducted on members of the F-PKB DPR RI, the number ranged from 47 member councils, where each member of the F-PKB DPR RI has duties in each commission and the apparatus of the council, which is assigned by the main political party, namely PKB.

### *The Relationship between Organizational Commitment and Performance*

Based on the above theoretical framework, it can be explained that the performance of members of the DPR RI as a work appearance, will increase if someone has loyalty to the organization, accepting organizational goals, living the organization's values, complying with organizational regulations, and having organizational responsibility. The above analysis shows that an increase in work performance can be improved by increasing a person's attachment to his organization. Thus it is suspected that organizational commitment directly affects the performance of members of the DPR RI.

There are several results of research that conducts research on the effect of organizational commitment on employee performance. Dr. Hueryren's research shows organizational commitment will positively and significantly affect job performance (2012). According to Zahra, Dehnavi, Heyrani (2014) namely organizational commitment has a significant positive effect on employee performance, normative commitment leaves the strongest effect on average performance, compared to affective com-

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mitment and ongoing commitment.

In this study, the influencing variables are called exogenous variables, and the affected variables are called endogenous variables. The variables studied in this study are variable X (Organizational Commitment) and Y (performance) as the main endogenous variables. Time of conducting research includes time tested and data collection. The time for the trial of the instrument was carried out starting in January 2018. Data collection and processing activities were carried out in January to July 2018 at the DPR's office at the Wisma Nusantara building 1 and 2 Jakarta. To determine the number of representative research samples used the Taro Yamane formula which aims to obtain the legitimacy of the generalization of the study population, with the formula (Riduwan and Akdon, 2006):

The formula:

$$n = N / (N \times d^2 + 1)$$

Thus the number of research samples is 47 members of the Indonesian Parliament. Because the research population is homogeneous because they have an educational background and have the same status as members of the F-PKB DPR RI, the sampling technique used in this study is purposive random sampling. Before testing the hypothesis, the path analysis requirements are tested first. According to Murwani there are four characteristics or requirements, namely:

1. Data of each variable is interval data.
2. The relationship between two variables is linear and additive.
3. The relationship between each of the two variables is recursive.
4. The residual variable does not correlate with each other and also not with the variable in the system (Muwarni, 2004).

Thus, the test requirements performed before conducting hypothesis testing are normality and linearity testing.

## ANALYSIS

The analysis used in this study is through several statistical test requirements. The analysis test that was carried out was the normality test of the estimated error of the regression data, the significance test and the linearity of the regression and model testing. The table below is a statistical summary of the basic data on the central tendency research produced.

Table 1. Statistical Data

| Central Tendency Value |         | X<br>Org. Commitment | Y<br>Performance    |
|------------------------|---------|----------------------|---------------------|
| N                      | Valid   | 233                  | 233                 |
|                        | Missing | 0                    | 0                   |
| Mean                   |         | 2.2803               | 2.1079              |
| Std. Error of Mean     |         | 4.55754              | 4.44002             |
| Median                 |         | 2.2700               | 2.1500              |
| Mode                   |         | 161.00 <sup>a</sup>  | 170.00 <sup>a</sup> |
| Std. Deviation         |         | 6.95679              | 6.77740             |
| Variance               |         | 4.840                | 4.593               |
| Range                  |         | 253.00               | 238.00              |

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|         |        |        |
|---------|--------|--------|
| Minimum | 94.00  | 90.00  |
| Maximum | 347.00 | 328.00 |
| Sum     | 5.31E4 | 4.91E4 |

### 1. Performance (Y)

Performance data has a theoretical score range of 30 to 150, from data obtained in the field which are then processed statistically into a frequency distribution list, the number of classes is calculated according to Sturges rules, obtained six classes with a maximum empirical score of 149 and a minimum score of 117, so the range of scores was 32. The results of data calculations obtained an average of 131.64; standard deviation of 8.57; variance of 73.45; a median of 134; and mode of 120. Data grouping can be seen in the frequency distribution table as follows.

| No. | Interval Class | Absolute Frequency | Relative Frequency (%) | Cumulative Frequency (%) | Cumulative Frequency |
|-----|----------------|--------------------|------------------------|--------------------------|----------------------|
| 1   | 117 - 122      | 12                 | 25.53                  | 26                       | 12                   |
| 2   | 123 - 128      | 4                  | 8.51                   | 34                       | 16                   |
| 3   | 129 - 134      | 9                  | 19.15                  | 53                       | 25                   |
| 4   | 135 - 140      | 19                 | 40.43                  | 94                       | 44                   |
| 5   | 141 - 146      | 2                  | 4.26                   | 98                       | 46                   |
| 6   | 147 - 152      | 1                  | 2.13                   | 100                      | 47                   |
|     | Jumlah         | 47                 | 100                    |                          |                      |

Figure 1 . Frequency Distribution of Performance Scores (Y)

Based on the above figure, the histogram is then made. There are two axes needed in making the histogram, namely the vertical axis as the absolute frequency axis, and the horizontal axis as the performance score axis. In this case, on the horizontal axis, the limits of the interval class are from 116.5 to 152.5. These prices are obtained by subtracting the number 0.5 from the smallest data and adding the number 0.5 for each class boundary at the highest limit. Histogram graph of the distribution of performance data as in the following figure.

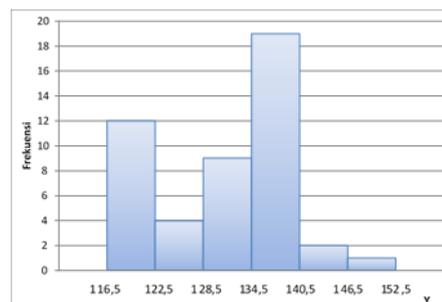


Figure 2 . Histogram of Performance Data (Y)

### 2. Organizational Commitment (X)

The organizational commitment data has a total score between 25 and 125, and the range of empirical scores is between 97 and 124, so the range of scores is 27. Results of data calculation obtained an average of 112.38; standard deviation of 7.57; var-

iance of 56.85; a median of 113; and mode of 111. The grouping data can be seen in the frequency distribution table as follows.

| No. | Interval Class | Absolute Frequency | Relative Frequency (%) | Cumulative Frequency (%) | Cumulative Frequency |
|-----|----------------|--------------------|------------------------|--------------------------|----------------------|
| 1   | 97 - 101       | 7                  | 14.89                  | 14.89                    | 7                    |
| 2   | 102 - 106      | 2                  | 4.26                   | 19.15                    | 9                    |
| 3   | 107 - 111      | 12                 | 25.53                  | 44.68                    | 21                   |
| 4   | 112 - 116      | 11                 | 23.4                   | 68.09                    | 32                   |
| 5   | 117 - 121      | 11                 | 23.4                   | 91.49                    | 43                   |
| 6   | 122 - 126      | 4                  | 8.51                   | 100                      | 47                   |
|     | Jumlah         | 47                 | 100                    |                          |                      |

Figure 3. Frequency Distribution of Organizational Commitment Scores (Y)

Based on the above table, the histogram will then be made. There are two axes needed in making the histogram, namely the vertical axis as the absolute frequency axis, and the horizontal axis as the axis of organizational commitment score. In this case, on the horizontal axis, the limits of the interval class are from 96.5 to 126.5. These prices are obtained by subtracting the number 0.5 from the smallest data and adding the number 0.5 for each class boundary at the highest limit. Histogram graph of the distribution of organizational commitment data as shown in the following figure.

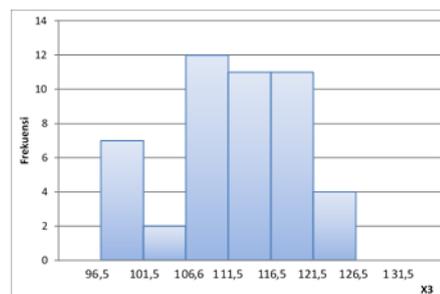


Figure 4. Histogram of Organizational Commitment Data (X)

### 3. Normality Test

Data used in compiling the regression model must meet the assumption that the data comes from normally distributed populations. The normality assumption basically states that in a regression model it must be normally distributed. The assumption test in this study was carried out by testing the normality of data from the five error estimation of the research regression to be analyzed.

The test results on the research sample are used to draw conclusions whether or not the observed population has a normal distribution. For normality testing, the Lilliefors test is used. In this test the first error (sample) is arranged in the order of values, then determined the standard number ( $Z_i$ ), the frequency  $S(Z_i)$ , and the lowest frequency  $F(Z_i)$ , which then subsequently determined the difference between the lowest frequency and the real frequency at each error value. The maximum absolute price of the difference is referred to as  $L_{hitung}$ . The  $L_{hitung}$  value is then compared with the  $L_{table}$  for the real level  $\alpha = 0.05$ .

If the calculated  $L$  value  $\leq L$  table value then the estimated error  $Y$  data for  $X$  comes from the normal distribution population, conversely if the  $L_{hitung}$  value  $> L_{table}$  value then the estimated  $Y$  error data for  $X$  does not come from the normal distribution population.

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Tabel 2. Test Results for Regression Estimation Normality Errors

| Galat Taksiran Regresi | N   | L Value | L Table         | Note                |
|------------------------|-----|---------|-----------------|---------------------|
|                        |     |         | $\alpha = 0,05$ |                     |
| Y for X                | 233 | 0.053   | 0.581           | Normal Distribution |

#### 4. Test of Significance and Regression Linearity

Research hypothesis testing is carried out using regression and correlation analysis techniques. Regression analysis is used to predict the relationship model while correlation analysis is used to determine the degree of influence between research variables. In the initial stage of testing the hypothesis is to state the effect of each exogenous variable on endogenous variables in the form of a simple regression equation. The equation is determined using measurement data in the form of exogenous variable pairs with endogenous variables such that the regression equation model is the most suitable form of relationship. Before using the regression equation in order to draw conclusions in hypothesis testing, the regression model obtained was tested for significance and continuity by using the F test in the ANOVA table. The criteria for testing the significance and linearity of the regression model are set as follows:

Significant regression:  $F_{\text{value}} > F_{\text{table}}$  in the regression line

Linear regression:  $F_{\text{value}} < F_{\text{table}}$  on the tuna line matches

From the calculation data for the preparation of the regression equation model between performance and organizational commitment in appendix 5 obtained a regression constant  $a = 53.96$  and a regression coefficient  $b = 0.69$ . Thus, the relationship of the simple regression equation model is  $\hat{Y} = 53.96 + 0.69X_3$ . Before the regression equation model is further analysed and used in drawing conclusions, first the significance and linearity of the regression equation is tested. The results of the test of significance and linearity are arranged in the ANOVA table as in the following table.

| Varians Sources   | dk | JK        | RJK      | $F_{\text{value}}$  | $F_{\text{table}} \alpha = 0,05$ |
|-------------------|----|-----------|----------|---------------------|----------------------------------|
| Total             | 47 | 17.825,00 |          |                     |                                  |
| Coeffient (a)     | 1  | 14.446,15 |          |                     |                                  |
| Regression (b/a)  | 1  | 1.249,32  | 1.249,30 | 26,400**            | 4,057                            |
| Residual          | 45 | 2.129,53  | 47,32    |                     |                                  |
| Adjusted R Square | 23 | 842,48    | 36,63    | 0,626 <sup>ns</sup> | 2,038                            |
| Error             | 22 | 1.287,06  | 58,50    |                     |                                  |

Figure 5. ANOVA for Test of Significance and Linearity of Regression Equations  $\hat{Y} = 53.96 + 0.69X_3$

Notes:

\*\* : Significant regression ( $F_{\text{Value}} > F_{\text{table}}$ )

ns: Regression is linear ( $F_{\text{Value}} < F_{\text{table}}$ )

dk: Degrees of freedom

JK: The number of kudrat

RJK: Average number of squares

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The next step is to conduct a correlational analysis by reviewing the levels and significance of the relationship between pairs of exogenous variables and endogenous variables. The overall significance and linearity regression results are summarized in the following table:

| Regression | Regression Equation         | Test of Significance    |                                | Linearity Test          |                                |
|------------|-----------------------------|-------------------------|--------------------------------|-------------------------|--------------------------------|
|            |                             | F <sub>arithmetic</sub> | F <sub>table</sub><br>α = 0,05 | F <sub>arithmetic</sub> | F <sub>table</sub><br>α = 0,05 |
| Y atas X   | $\hat{Y} = 53,96 + 0,69X_3$ | 26,400**                | 4,057                          | 0,626ns                 | 2,038                          |

Figure 6. Significance Test Results and Regression Linearity Tests

Regression equation  $\hat{Y} = 53.96 + 0.69X_3$ , for the significance test obtained Fcount26,400 is greater than Ftable (0.05; 1: 45) 4.057 at  $\alpha = 0.05$ . Because Fvalue > Ftable, the regression equation is declared significant. For the linearity test, the Fvalue is 0.626 smaller than the Ftable (0.05; 23: 22) of 2.038 at  $\alpha = 0.05$ . Because Fvalue < Ftable, the estimated point distribution forming a linear line is acceptable.

## RESULTS

The results obtained after analyzing the model are used as a basis for answering hypotheses and drawing conclusions in this study. The results of the analysis of research data on the effect of organizational commitment on the performance of members of the Indonesian Parliament have been tested that the hypotheses proposed and examined at a significance level of  $\alpha = 0.05$  or of  $\alpha = 0.01$ . The pathway of exogenous variables to endogenous variables has been tested for positive direct effects.

There is a direct and positive effect of the variable Organizational Commitment on Performance. The results of the analysis of this hypothesis produce findings that organizational commitment has a direct positive effect on performance. Based on these findings, it can be concluded that performance is directly affected positively by commitment. Increased organizational commitment will result in improved performance.

The results of this study are in accordance with previous studies (Guridno and Sinambela, 2018) which say that there is indeed a positive and significant correlation. An organization whose employees have high organizational commitment will get high performance results. Organizational commitment in the Republic of Indonesia DPR is always maintained by the Secretariat General of the Secretariat General through various activities and regulations. For example in online attendance so that employees are more committed in improving performance and achieving their goals.

Watson and Tharp mentioned similar theory that “*Commitment is not something you have, it is something you do*”. Although in defining a commitment, we need to be careful. The binding will make someone try to achieve the results of his work to the fullest. A person's loyalty to the organization, accepting organizational goals, living the values of the organization, complying with organizational rules, and being responsible for the organization for the work carried out will arouse his efforts to improve the quality of work plans, work implementation arrangements, personal discipline, providing motivation, conducting work relationships, work communication, building team work, supervising and evaluating work results.

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The results of the analysis found that organizational commitment has direct positive impact on performance. Based on these findings, it can be concluded that performance is directly and positively affected by commitment. This is strengthened by the notion that organizational commitment essentially measures the compatibility between individual values and organizational beliefs (Boles, Madupalli, Rutherford, and Wood, 2007). This means that organizational commitment denotes a relationship between individuals and organizations. Individuals with high organizational commitment have devotion, trust, and loyalty to the organization where they work.

## **CONCLUSIONS**

Based on the results of the analysis and discussion described previously, the conclusion of this study is that organizational commitment has a direct positive effect on performance. That is, increasing organizational commitment will result in improved performance.

The performance of members of the DPR RI as a work appearance will increase if there is someone's loyalty to the organization, accepting organizational goals, living the organization's values, complying with organizational regulations, and organizational responsibilities. The above analysis shows that an increase in work performance can be improved by an increase in a person's attachment to his organization.

Thus, it is suspected that organizational commitment directly affects the performance of members of the DPR RI. Organizational commitment has a direct positive effect on performance. It implies a need for a leadership skill which understand and has a unite perceptions about members of the DPR RI who really work in the DPR, so as to create a conducive working atmosphere for all elements.

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