

**INFLUENCE OF HUMAN RESOURCES QUALITY AND
WORK COMMITMENT ON EMPLOYEE PERFORMANCE IN
PERUSAHAAN UMUM DAERAH (PERUMDA) AIR MINUM
TIRTA KENCANA JOMBANG**

ABSTRACT

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This research was conducted at the Perusahaan Umum Daerah (PERUMDA) Air Minum Tirta Kencana Jombang employees of the operational section. This study aims to determine the effect of the quality of human resources and organizational commitment on employee performance. The number of samples set as many as 38 respondents using the saturated sample method. As an independent variable, namely the Quality of Human Resources and Work Commitment, while the dependent variable is Employee Performance. The analysis used includes Validity Test, Reliability Test, Descriptive Analysis, Multiple Linear Regression Analysis, Hypothesis Testing, T Test and Coefficient of Determination, using SPSS 23 computer software.

Based on the research shows that the quality of human resources has a positive and significant relationship to the performance of the employees of the Perusahaan Umum Daerah (PERUMDA) Air Minum Tirta Kencana Jombang in the operational section. As well as Work Commitment also has a positive and significant relationship to the performance of the employees of the Perusahaan Umum Daerah (PERUMDA) Air Minum Tirta Kencana Jombang in the operational section.

Keywords : Quality of Human Resources, Organizational Commitment, Employee Performance