

RINGKASAN

Penelitian ini bertujuan untuk mengetahui pengaruh komitmen organisasi, sistem pengukuran kinerja, sistem reward terhadap kinerja manajerial di Bank BUMN Jakarta.

Populasi dalam penelitian ini adalah manajer Bank BUMN Jakarta, dengan teknik pengambilan sampel yaitu *sampling sensus*, sehingga didapat sampel yang berjumlah 100 manajer Bank BUMN Jakarta. Data yang didapat dianalisis dengan teknik analisis regresi linear berganda.

Hasil penelitian ini menunjukkan bahwa: (1) Komitmen Organisasi berpengaruh positif terhadap kinerja manajerial; (2) Sistem Pengukuran Kinerja berpengaruh positif terhadap kinerja manajerial; (3) Sistem Reward berpengaruh positif terhadap kinerja manajerial.

Implikasi dari kesimpulan diatas yaitu kinerja manajer pada Bank BUMN Jakarta dapat ditingkatkan dengan memperhatikan beberapa faktor yang memengaruhinya seperti aspek komitmen organisasi, sistem pengukuran kinerja dan sistem reward, dengan meningkatkan beberapa aspek baik dari manajer maupun perusahaan yang perlu ditingkatkan.

Kata Kunci : Komitmen Organisasi, Sistem Pengukuran Kinerja, Sistem Reward, Kinerja Manajerial.

SUMMARY

This study aims to determine the effect of organizational commitment, performance measurement systems, reward systems on managerial performance at Bank BUMN Jakarta.

The population in this study is the manager of the Jakarta BUMN Bank, with a sampling technique that is census sampling, so that a sample of 100 Bank BUMN Jakarta managers is obtained. The data obtained were analyzed by using multiple linear regression analysis techniques.

The results of this study indicate that: (1) Organizational Commitment has a positive effect on managerial performance; (2) Performance Measurement System has a positive effect on managerial performance; (3) Reward system has a positive effect on managerial performance.

The implication of the above conclusion is that the performance of managers at the Jakarta State-Owned Bank can be improved by taking into account several factors that influence it such as aspects of organizational commitment, performance measurement systems and reward systems, by improving several aspects of both managers and companies that need to be improved.

Keywords: *Organizational Commitment, Performance Measurement Systems, Reward Systems, Managerial Performance*

