

The Influence of Education and Work Placement on Employee Commitment and Performance at the Office of Public Works Cipta Karya Spatial Planning and Irrigation in Musi Rawas Regency

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Abstract

This study aims to test empirically the influence of education and work placement on employee commitment and performance at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. The population in this study were employees of the Department of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency . The sample in this study were all employees at the Office of Human Settlements, Spatial Planning and Irrigation in Musi Rawas Regency, namely 70 respondents. The data used is primary data obtained from the results of distributing questionnaires to employees of the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency . The research method used a simple and multiple linear regression analysis. The result test showed that the first hypothesis was education (X_1) has an effect on commitment (Y_1). The second hypothesis was that work placement (X_2) has an effect on commitment (Y_1). The third hypothesis was that education (X_1) and work placement (X_2) have an effect on commitment (Y_1). The fourth hypothesis was education (X_1) has an effect on performance (Y_2). The fifth hypothesis was work placement (X_2) in terms of performance (Y_2). The sixth hypothesis was education (X_1) and work placement (X_2) simultaneously affect performance (Y_2). The seventh hypothesis was commitment (Y_1) has an effect on performance (Y_2).

Keywords: commitment, performance, education, work placement.

1. Introduction

Human resources are also the only resources that have reason, feelings, skills, knowledge and creativity, such as the role of each person towards their environment which cannot be separated from the attitude of development and the potential that exists within them to develop the environment, foster and improve the welfare of society (Nuraini, 2017) . In addition, various ways can be taken by the organization in improving the performance of its employees, including by placing employees according to their competence and providing education to employees. Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties according to the responsibilities (Mangkunegara, 2016) .

An employee who has high and good performance can support the achievement of the goals and objectives set by an organization. Every employee in the organization must have a high commitment to achieving the mission, vision and goals of the organization to create a good work commitment. Commitment is the feelings, attitudes and behavior of individuals identifying themselves as part of the organization, involved in the process of organizational activities and loyal to the organization in achieving organizational goals

(Wibowo, 2016) .

The placement of employees must be in accordance with the field they are engaged in and the educational background they have so that in an organization or agency employees can work well. Work placement is the process of placing a candidate for an employee who is accepted into a position/job that requires it and at the same time delegating authority to that person. This placement must be based on the job description and job specifications that have been determined and guided by the principle of "placing the right people in the right places and placing the right people for the right positions" or "the right *man in the right place and the right man behind the right job*". Recruitment intends to obtain a supply of as many potential applicants as possible so that agencies have a greater opportunity to make choices about prospective workers who are considered to meet the qualification standards within the agency. All of these processes are very important for an agency to carry out organizational progress, especially in employee performance.

This research is supported by research conducted by (Rori et al., 2014) and (Parera & Areros, 2021) which state that education and work placement have a positive influence on organizational commitment to employee performance. However, it is different from research conducted by (Kusmaningtyas, 2013) and (Shalahuddin, 2013) which stated that education and work placement do not have a significant effect on employee commitment and performance.

The performance of government officials at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency has not achieved satisfactory results. This is because, based on the results of temporary observations in the field, there are still many employees who do not have a commitment such as: the willingness /desire to come to the office on time has not been implemented properly, there are still employees who come late to the office without explanation, a sense of pride in the organization that has not been maximized , the desire to achieve organizational goals that are not yet optimal, enthusiasm and work involvement are not optimal caused by assignments that are not the main function of the field of work, and the desire to complete work on time is not optimal. On the other hand, the performance of employees of the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency is still relatively low and not optimal to meet performance standards, this is marked by a lack of attention to organizational goals, employee performance that does not meet SOP standards, no reward for achievements achieved by employees , inadequate facilities and infrastructure so that it affects the results of employee work, education possessed is not in accordance with the field of work. This problem is caused by several things such as ineffective and efficient education and work placement

The problems found in education that there were still many employees who have not attended education in accordance with their field of work , a lack of evaluation of educational needs according to their fields and expertise, and the education obtained was not implemented in the organization. The next factor that was indicated to be causing the low commitment and performance of employees of the Public Works Cipta Karya, Spatial Planning and Irrigation Office of Musi Rawas Regency is work placement which includes the skills possessed by employees that are not in accordance with work placements, the skills possessed are not in accordance with the field of work, the knowledge and abilities possessed employees are still very minimal.

2. Literature Review

Education is educating which is carried out by a teacher to students, it is expected that adults in children can provide role models, learning, directing, and improving moral ethics, and exploring the knowledge of each individual.

According to (Hakim,2019) that employee work placement is an act further selection, namely the placement of prospective employees who are accepted (pass selection) in a position/job that requires it and at the same time delegate authority to that person. According to (Siagian, 2016) Placement is the end of the selection process. From some of the research above, it can be concluded that the place is final policy of a new employee selection process to occupy position required by the company.

Employee commitment to organization is a feeling of attachment that is owned by employee so that the employee remains within company to achieve its vision, mission and goals, so that the employee is not willing to leave company for any reason.

The employee performance is about doing the job and the results that achieved from the job. Performance is about what is done and how the way to do it (Wibowo, 2017). Performance is the degree of task preparation that manage the person's job (Pandi, 2016). So, the performance is the willingness of a person or group of people to aado activities or to perfect them in accordance with their responsibilities with the expected results. Performance is the result achieved by someone according to the standards that apply to the job in question. Based on some of these opinions, performance is the work achieved by an employee in quality and quantity in doing the tasks in accordance with the responsibilities is given.

3. Research Method

First design study, the researcher made observations at the research site. The researcher identified existing problems from the observations, and then the researcher creates a frame of mind that contains the independent variables and the dependent variable to be studied. Thus, the researcher made a hypothesis or presumed interim results to answer the problem formulation. After that, the researcher set the goals to be achieved from the research to be carried out and conducted guidance with the supervisor. Next, the researcher created a research instrument, where the researcher drafted a list of questions or statements that was used in data collection. Then proceed with data collection, after the data was obtained the researcher performed data processing using the SPSS 20 program, to obtain or prove the results of the research that has been carried out. After data processing was complete and results were obtained, it can be seen whether the temporary answers or hypotheses are proven or not.

In quantitative research, to obtain valid, reliable, and objective data, the researcher distributed the research instruments by testing the validity of the instruments to several population sizes. The data were obtained and analyzed in the right way. In quantitative research to obtain valid and reliable data, validity and reliability were tested with research instruments. (Sugiyono, 2016) stated that quantitative research places more emphasis on aspects of reliability, while quantitative research focuses more on aspects of validity. The normality test is used to determine whether the independent variable and the dependent variable have a normal distribution or not. A good regression model data that is normally

distributed or detects normal (Ghozali, 2016). To test whether the data is normally distributed or not, that is seen through the non-parametric Kolmogorov-Smirnov (KS) statistical analysis test and data that is said to be normally distributed if the p-value of the Kolmogorov-Smirnov Test > 0.1 . The linearity test aims to find out whether the dependent variable (Y) and the independent variable (X) have a linear relationship (Siregar, 2018). At the output, if the significant value of deviation from linearity in the ANOVA table is greater than 0.05, then the independent and dependent relationships are linear and the linearity test is fulfilled. Data analysis activities include data processing and data presentation, performing calculations to describe data and testing hypotheses using statistical tests assisted by using the SPSS 20 program (Siregar, 2018). The statistical tests used in this study are simple linear regression test, correlation coefficient test, t (partial) test, multiple linear regression tests, coefficient of determination test and F test (simultaneous).

4. Findings and Discussions

The normality test is meant to see the level of normality of the data. In the *Kolmogorov-Smirnov* test, it can also be determined whether the data is normally distributed or not. The data is said to be normal if the *Asymp.Sig. (2-tailed)* shows a significance > 0.05 . The results can be seen in the table below:

Table 1. Normality Test Result

		Commitment	Employee Performance	Education	Work Placement
N		70	70	70	70
Normal Parameters ^{a,b}	Means	86.9500	76.1000	88.4000	59.9833
	std. Deviation	5.75613	4.62381	5.62139	5.62829
Most Extreme Differences	absolute	0.111	0.074	0.122	0.071
	Positive	0.111	0.074	0.122	0.071
	Negative	-0.052	-0.073	-0.070	-0.055
Kolmogorov-Smirnov Z		0.859	0.572	0.944	0.550
Asymp. Sig. (2-tailed)		0.452	0.899	0.335	0.922

Based on the data of table above, the results of the normality test showed that the value of " *Asymp. Sig. (2-tailed)* " for each variable, namely: commitment variable (Y_1) was 0.452, employee performance variable (Y_2) was 0.899, education variable (X_1) was 0.335 and the job placement variable (X_2) was 0.922. In this way, it was told that all values of *Asymp. Sig. (2-tailed)* each variable showed that it was greater than 0.05. In conclusion, it can be concluded that the normality test was fulfilled and the data can be said to be

normal.

The linearity test aimed to determine whether the four variables have a linear relationship or not significantly. This test usually used as a prerequisite in correlation or linear regression analysis. To analyze using the results of SPSS 20 output data can be seen in the following ANOVA table:

Table 2. Linearity Test Result between Commitment and Education

			Sum Squares	df	Mean Square	F	Sig.
Commitment * Education	Between Groups	(Combined)	1460375	19	76,862	6,218	0.000
		Linearity	1117553	1	1117553	90,403	0.000
		Deviation from Linearity	342,822	18	19,046	1,541	0.126
	Within Groups		494,475	40	12,362		
	Total		1954,850	69			

Based on the data of table above showed that the result of the linearity test between commitment and education, the significant value of *linearity* was $0.000 < 0.05$, and the significant value of *deviation from linearity* was $0.126 > 0.05$. The result of the linearity test above proved that the relationship that occurs between the independent variable and the dependent variable was linear.

Table 3. Linearity Test Result between Commitment and Work Placement

			Sum Squares	df	Mean Square	F	Sig.
Commitment * Work Placement	Between Groups	(Combined)	1649,388	21	78,542	9,771	0.000
		Linearity	1420.178	1	1420.178	176,673	0.000
		Deviation from Linearity	229,210	20	11,461	1,426	0.170
	Within Groups		305,462	38	8038		
	Total		1954,850	69			

Based on the data of table above showed that the results of the linearity test between commitment and work placement, the significant value of *linearity* was $0.000 < 0.05$, and

the significant value of *deviation from linearity* was $0.170 > 0.05$. The results of the linearity test above prove that the relationship that occurs between the independent variable and the dependent variable was linear.

Table 4. Linearity Test Result between Employee Performance and Education

			Sum of Squares	df	Mean Square	F	Sig.
Employee Performance * Education	Between Groups	(Combined)	1437,733	22	65,352	4,676	0.000
		Linearity	1121.765	1	1121.765	80263	0.000
		Deviation from Linearity	315,969	21	15,046	1,077	0.411
	Within Groups		517,117	37	13,976		
	Total		1954,850	69			

Based on the data of table above showed that the result of the linearity test between employee performance and education, the significant value of *linearity* was $0.000 < 0.05$, and the significant value of *deviation from linearity* was $0.411 > 0.05$. The results of the linearity test above prove that the relationship that occurs between the independent variable and the dependent variable was linear.

Table 5. Linearity Test Result between Employee Performance and Work Placement

			Sum of Squares	df	Mean Square	F	Sig.
Employee Performance * Work Placement	Between Groups	(Combine)	222,538	11	20,231	15,434	0.000
		Linearity	205,290	1	205,290	156,619	0.000
		Deviation from Linearity	17,248	10	1,725	1.316	0.280
	Within Groups		30.148	23	1,311		
	Total		252,686	69			

Based on the data of table above displayed that the result of the linearity test between employee performance and work placement, the significant value of *linearity* was $0.000 < 0.05$, and the significant value of *deviation from linearity* was $0.280 > 0.05$. The results of the linearity test above prove that the relationship that occurs between the independent variable and the dependent variable was linear.

The result of multiple linear regression tests of education and placement on the commitment and performance of employees of the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency Musi Rawas can be seen in table below:

Table 6. Multiple Linear Regression Result

Model		Unstandardized Coefficients		Standardized Coefficients
		B	std. Error	Betas
1	(Constant)	1,174	5,579	
	Education	0.303	0.098	0.244
	Work Placement	0.498	0.087	0.486

Based on the data of table above displayed that the result of the multiple linear regression test to obtain the regression equation, namely: $Y_1 = 1.174 + 0.303 X_1 + 0.498 X_2$

The regression value equation shows that the constant value obtained is $a = 1.174$ units . This showed that without being influenced by the independent variables of education (X_1) and work placement (X_2), the commitment value (Y_1) was 1.174 units. The regression coefficient value of the education variable obtained was $b_1 = 0.303$ units, indicating that every change in the value of education, the commitment value will change directly proportionally by 0.303 units assuming the other independent variables were constant. The regression coefficient value of the work placement variable obtained was $b_2 = 0.498$ units, indicating that any change in the value of work placement, the commitment value will change directly proportionally by 0.498 units assuming the other independent variables were constant.

Table 7. Multiple Linear Regression Result

Model		Unstandardized Coefficients		Standardized Coefficients
		B	std. Error	Betas
1	(Constant)	12.977	3.585	
	Education	0.376	0.106	0.386
	Work Placement	0.543	0.100	0.592

Based on the data of table above showed that the result of the multiple linear regression test to obtain the regression equation, namely: $Y_2 = 12.977 + 0.376 X_1 + 0.543 X_2$

The regression value equation shows that the constant value obtained was $a = 12.977$ units. This shows that without being influenced by the independent variables of education (X_1) and work placement (X_2), the value of employee performance (Y_2) was 12.977 units. The regression coefficient value of the education variable obtained was $b_1 = 0.376$ units, indicating that every change in the value of education, the value of employee performance will change directly proportionally by 0.376 units assuming the other independent variables were constant. The regression coefficient value of the work placement variable obtained was $b_2 = 0.543$ units, indicating that any change in the value of work placement, the value of employee performance will change directly proportionally by 0.543 units assuming the other independent variables were constant.

The result of the test for the coefficient of determination (R^2) can be seen in table as follows:

Table 8. Calculation results of the Coefficient of Determination (R^2)

Model	R	R Square	Adjusted Square	Rstd. Error of the Estimate
1	0.911 ^a	0.829	0.820	2.44054

Based on the result of table above displayed that the value of the coefficient of determination (R^2) obtained was 0.829 which can be interpreted, the change in the value of the commitment dependent variable is explained by all independent variables, namely education and work placement simultaneously by 82.9 %. The rest (100% - 82.9 %), namely 17.1 %, is influenced by other variables not examined in this study.

Table 9. Calculation Results for the Coefficient of Determination (R^2)

Model	R	R Square	Adjusted Square	Rstd. Error of the Estimate
1	0.930 ^a	0.866	0.857	1.03041

Based on the result of table above showed that the value of the coefficient of determination (R^2) obtained was 0.866 which can be interpreted, changes in the value of the dependent variable employee performance were explained by all independent variables namely education and work placement simultaneously amounting to 86.6 %. The test (100% - 86.6 %), which was equal to 13.4 %, it was influenced by other variables not examined in this study.

The result of the F test (simultaneous) on the variables of education and work placement on commitment at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency can be seen in table below:

Table 10. F Test Result

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1621,302	2	540,434	90,734	0.000b
	Residual	333,548	39	5,956		
	Total	1954,850	69			

Based on the result of table above displayed that the calculated F value obtained was 90.734 and $F_{table (70-2-1 = 67)} = 3.134$ with a significant value of $0.000 < 0.05$. This showed that it's simultaneously the independent variables of education and work placement has a significant influence on the dependent variable of organizational commitment.

The results of the F test (simultaneous) on the variables of education and work placement on employee performance at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency can be seen in table below:

Table 11. F Test Results (Simultaneous)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	218,710	2	109,355	102,995	0.000 ^b
	Residual	33,976	32	1,062		
	Total	252,686	69			

Based on the result of table above showed that the calculated F value obtained is 102.995 and $F_{table (70-2-1 = 67)} = 3.134$ with a significant value of $0.000 < 0.05$. This showed that simultaneously the independent variables of education and work placement have a significant influence on the dependent variable of employee performance.

The Influence of Education on Commitment to the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency. The result of the t test showed that there was an influence between the education variable (X_1) on commitment (Y_1) this was evidenced by the t count = 8.798 which was greater than the $t_{table (70-1 = 69)} = 1.994$ with a significant value of $0.000 < 0.05$. This showed that H1 was accepted, which means that partially the education variable (X_1) has a significant influence on commitment (Y_1) in the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. Education is an activity to increase one's general knowledge including increasing mastery of theory and decision-making skills on issues related to activities to achieve goals (Bintoro & Daryanto, 2017). The results of this study support the theory (Kaswan, 2015) said that education is a process or activity that occurs continuously to integrate educational resources so that focused on achieving predetermined educational

goals. The result of this study were in line with research conducted by (Ferawati, 2017). This study stated that education has a significant effect on commitment.

The Effect of Work Placement on Commitment to the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency. The results of the t test showed that there was an influence between the work placement variable (X_2) on commitment (Y_1) this was evidenced by the value of $t_{\text{count}} = 12.412$ greater than the value of $t_{\text{table}} (70-1 = 69) = 1.994$ with a value significant $0.000 < 0.05$. This showed that H_2 was accepted, which means that partially the work placement variable (X_2) has a significant influence on commitment (Y_1) at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. Positive t-test results showed that the higher the job placement, the higher the commitment. The results of this study supported by the theory (Hasibuan, 2020) Job placement is a follow-up to selection, namely placing prospective employees in the positions/jobs they need and at the same time delegating them to that person. Work placement is placing employees in jobs that are in accordance with their skills or knowledge or in other words the process of knowing the character or requirements needed to do a job (assignment) and then to become an employee who is suitable for the existing job, in the sense that the person is in accordance with the job requirements in the job specifications (Suwatno & Donni, 2016). The results of this study support research conducted by (Adha, Qomariah, & Hafidzi, 2019) stated that work placement has a significant effect on employee performance.

The Influence of Education on Employee Performance at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency. The result of the t test showed that there was an influence between the education variable (X_1) on employee performance (Y_2) this was evidenced by the $t_{\text{count}} = 9.711$ greater than the $t_{\text{table}} (70-1 = 69) = 1.994$ with a value significant $0.000 < 0.05$. This showed that H_0 was rejected and H_a was accepted, which means that partially the education variable (X_1) has a significant influence on employee performance (Y_2) at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. The result of this study support the theory (Wibowo, 2018) cited that education showed the characteristics of knowledge and skills possessed or needed by each individual that enables them to carry out their duties and responsibilities effectively and raise professional quality standards in their work. As the purpose of education was to encourage the success of an organization to achieve its goals. The result of this study were in line with research conducted by (Rukmana, 2016) and (Hatijah, Mas'ud, & Nurpadilla, 2019) stated that education has a significant effect on employee performance.

The Effect of Work Placement on Employee Performance at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency. The result of the t test showed that there was an influence between the job placement variable (X_2) on employee performance (Y_2) it's evidenced by the $t_{\text{count}} = 11.956$ greater than the $t_{\text{table}} (70-1 = 69) = 1.994$ with a significant value $0.000 < 0.05$. This showed that H_0 was rejected and H_a was accepted, which means that partially the job placement variable (X_2) has a significant influence on employee performance (Y_2) at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. Work placement has a positive and significant impact on the performance of employees of the Office of Public Works Cipta Karya, Spatial Planning and Irrigation in Musi Rawas Regency. The results

of this study support the theory (Kasmir, 2016) said that work placement is placing employees in jobs that are in accordance with their skills or knowledge or in other words the process of knowing the character or requirements needed to do a job (assignment) then to become an employee who is suitable for the job. Existing, in the sense of said person in accordance with the job requirements contained in the job specifications. Placement of employees is not just placing, but must compare the qualifications possessed by employees with the specific needs and requirements of a particular position. The result of this study are in line with research conducted by (Anwar, Ilmu, & Muhammadiyah, 2018) and (Susanto, 2017), this study states that work placement has a significant effect on employee performance.

The Effect of Commitment on Employee Performance at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. The result of the t test showed that the commitment variable (Y_1) to employee performance in the PU Cipta Karya, Spatial Planning and Irrigation Service units in Musi Rawas Regency shows a t count = 8.837 greater than the $t_{table (70-1 = 69)} = 1.994$ with a significant value of $0.000 < 0.05$. This means that partially the commitment variable (Y_1) has a significant influence on employee performance (Y_2) of the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. The results of this study supported by the theory (Fakhry, 2017) stated that organizational commitment is the degree to which employees trust and accept organizational goals, and will not leave the organization. If an employee already has a commitment to believe in and accept organizational goals and will not leave the organization, then that person will work wholeheartedly and will improve performance for satisfactory results. It does because of a good commitment will provide maximum performance. Commitment is the relative strength of individual identification and involvement in a particular organization, including trust, support for organizational goals and values and a strong desire to use genuine efforts for the benefit of the organization and a strong will to maintain membership in the organization.

The result of this study are in line with research conducted by Sukoco (2019) and Anwar (2018), this study states that commitment has a significant effect on employee performance.

5. Conclusion

Based on the results of the research that has been done, it can be concluded that: Education (X_1) has a partially significant effect on commitment (Y_1) in the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. This is evidenced by the results of the t test = 8.798 which was greater than the value of $t_{table (70-1 = 69)} = 1.994$ with a significant value of $0.000 < 0.05$. Work placement (X_2) has a partially significant effect on commitment (Y_1) at the Department of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. This is evidenced by the results of the t test = 12.412 which was greater than the value of $t_{table (70-1 = 69)} = 1.994$ with a significant value of $0.000 < 0.05$. Thus, education (X_1) and work placement (X_2) have a partially significant effect on commitment (Y_1) at the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. This is evidenced by the results of the F test which showed that the calculated F value obtained is 90.734 and $F_{table (70-2-1 = 67)} = 3.134$ with a significant value of $0.000 < 0.05$. Education (X_1) has a partially significant effect on employee performance (Y_2) of the Office of Public Works Cipta Karya, Spatial

Planning and Irrigation, Musi Rawas Regency. This is evidenced by the results of the t_{count} test = 9.711 which was greater than the t_{table} value ($70-1 = 69$) = 1.994 with a significant value of $0.000 < 0.05$. Work placement (X_2) has a partially significant effect on employee performance (Y_2) of the Department of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. This is evidenced by the results of the t test = 11.956 greater than the value of t_{table} ($70-1 = 69$) = 1.994 with a significant value of $0.000 < 0.05$. Thus, education (X_1) and work placement (X_2) have a simultaneous significant effect on the performance of employees (Y_2) of the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. This is evidenced by the results of the F test which showed that the calculated F value obtained is 102.995 and F_{table} ($70-2-1 = 67$) = 3.134 with a significant value of $0.000 < 0.05$. Commitment (X_1) has a partially significant effect on employee performance (Y_2) of the Office of Public Works Cipta Karya, Spatial Planning and Irrigation, Musi Rawas Regency. This is evidenced by the results of the t_{count} test of 8.837 which was greater than the t_{table} value ($70-1 = 69$) = 1.994 with a significant value of $0.000 < 0.05$.

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