

ABSTRACT

Siti Sarifah, The Effect of Adjusting Working Hours, Organizational Commitment and Democratic Leadership Style on HR Performance During the Covid-19 Pandemic, Bangkalan District Cooperative and Micro Business HR Office. Under the Guidance of Mrs. Dr.Hj. Irian Ismail. Dr., MM.

Organizational progress is influenced by the performance of human resources in it. Human Resources and leaders of public sector organizations must adapt and follow health protocols in order to protect the human resources working within them. For this reason, the organization wants its Human Resources to be able to improve their performance, especially during the current pandemic. The purpose of this study is to find out whether Adjustments to Working Hours, Organizational Commitment and Leadership Style have a positive and significant effect on Human Resources performance during the covid 19 pandemic at the Cooperatives and Micro Enterprises Office of Bangkalan Regency. This study uses the variable human resource performance as the dependent variable. The independent variables in this study are adjustments to working hours, organizational commitment and leadership style. Methods of data collection with questionnaires and data analysis using multiple linear regression. The results of this study indicate that the variables of adjusting working hours, organizational commitment and leadership style have a positive and significant effect on human resource performance.

Keywords: Adjustment of Working Hours, Organizational Commitment and Democratic Leadership