

ABSTRACT

ABDUL HAMID, Effect On The Job Training Employees Against the commitment of Building and Land Management Department of Government of Surabaya City. Under the guidance of Dr.. Dra Hj.Iriani Ismail, M.M and Dra.Hj. S. Anugerahini Irawati, M.M

The increasing knowledge and skills to improve the quality of labor, so it is a big influence in optimizing existing civil service system. Therefore, to develop human resources organization or agency should be able to identify human resource requirements that optimize employee performance that can ultimately reach what the aims and objectives of an organization or agency. The background of the above meeting the needs of employees intended to allow employees to have a high commitment that will impact on loyalty and performance resulting either in the form of goods or services by any employee can rise to the achievement of sustainable organizations or agencies.

The purpose of this study was to: (1) know how much influence On the job training for employee commitment to the Building and Land Management Department of Government of Surabaya City (2) To determine which of the variables On the job training consisting of: Coaching, Job Rotation, Apprenticeship and Training Work Instructions are dominant in increasing employee commitment to the Building and Land Management Department of Government of Surabaya City. This study uses an observational analytic approach, namely to observe directly the respondents with questionnaires for analysis and dissemination of this research is a study that used a population of 70 respondents, employees who serve the respondent and analyzed with a bunch of SPSS Version 16:00

Conclusions of this study were (1) Testing the first hypothesis suggests that the variable effect On The Job Training Work simultaneously on the employee's commitment evident by the coefficient of multiple determination and Fhitung $R^2 = 0.518 = 94.612 > F_{table} 2.49$ and a significance level $\alpha = 0.05$ which means the overall effect of independent variables on the dependent variable simultaneously ie office of employee commitment to the management of buildings and land the government of Surabaya. (2) Testing the second hypothesis suggests that the job instruction training variables are variables that affect the dominant, as evidenced by tcount for 2643 $> T_{table} = 1.684$ and a significance level of $0.00 < 0.05$, because the significance value less than 0.05 then the variable practice work instructions is the dominant variable affecting

Keywords: On The Job Training, Work Commitment

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