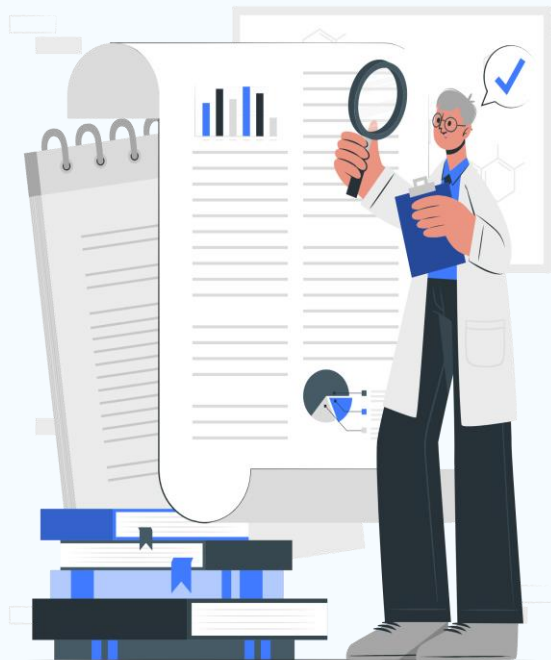




مقرر (دراسات نقدية - ١) التكليف الأول نقد ورقة بحثية من حيث (العنوان – المستخلص – المقدمة)

إعداد وتقديم: د. عايد الرشيدى

الدراسة للنقد The criticized article

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Title - العنوان	The Effect of Teamwork and Organizational Commitment on Employee Performance تأثير العمل الجماعي والالتزام التنظيمي على أداء الموظفين
Journal	Journal of Economics, Finance and Management Studies
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Article DOI	10.47191/jefms/v7-i2-09, Impact Factor: 8.044

الدراسة للنقد

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The Effect of Teamwork and Organizational Commitment on Employee Performance

تأثير العمل الجماعي والالتزام
التنظيمي على أداء الموظفين

التكليف: الأول

نقد ورقة بحثية من حيث

(العنوان – المستخلص – المقدمة)

إعداد وتقديم: د. عايد الرشيدى

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The Effect of Teamwork and Organizational Commitment on Employee Performance

Syaiful Arifin

University of Merdeka Malang, Indonesia



ABSTRACT: This research aims to analyze the effect of teamwork on employee performance, analyze the effect of organizational commitment on employee performance, and analyze the effect of teamwork and organizational commitment simultaneously on employee performance. The sample in this research was 100 employees of PT Telkom Indonesia. The data analysis technique uses multiple regression analysis. The results of the analysis show that teamwork influences employee performance. Organizational commitment influences employee performance. Teamwork and organizational commitment simultaneously influence employee performance.

KEYWORDS: Teamwork, Organizational Commitment, Employee Performance

1. INTRODUCTION

Employee performance is one of the important factors that determines the success of an organization. High employee performance can increase productivity, efficiency and organizational competitiveness. Therefore, organizations need to strive to improve employee performance. In an era of globalization and increasingly fierce business competition, modern companies face challenges to ensure the sustainability and success of their operations. To achieve this goal, it is important to understand the impact of internal factors such as teamwork and organizational commitment on employee performance. Research on the influence of teamwork and organizational commitment on employee performance is becoming increasingly crucial in the modern business context. The success of the work team and the level of employee commitment to the company's vision and values can be an important pillar in increasing the productivity and competitiveness of the organization. Therefore, an in-depth understanding of these factors can provide a strategic foundation for human resource management.

Team collaboration is not only limited to coordinating tasks, but also involves synergistic interaction between team members. In a dynamic work environment, the ability to collaborate, share ideas and resolve conflicts effectively is the key to success. The success of the team is not only reflected in the final results, but also in the quality of the interpersonal relationships that exist. Teamwork is also an important factor for measuring employee performance. Nowadays, forming teamwork is considered the best solution to achieve success in an organization. Research result Susanti et al. (2020), Ibrahim et al. (2021) shows that teamwork influences employee performance.

Organizational commitment creates a strong psychological foundation between employees and the company. Employees who feel emotionally connected to the organization's vision, mission and values tend to show higher levels of dedication. This commitment is also closely related to job satisfaction and employee retention, which has a long-term impact on organizational well-being. Organizational commitment acts as a strong foundation in improving employee performance. When employees feel they have a personal stake in the success and growth of the organization, employees are more dedicated, work with passion, and focus on achieving overall organizational goals. With high commitment, employees tend to put more effort into achieving organizational goals as well as possible. The concept of commitment is also an important aspect of the human resource management philosophy. As stated by Luthans (2011) Organizational commitment is the willingness to work as hard as possible for the benefit of the organization. An individual worker with high commitment can be expected to show optimal performance. Employees who have high commitment are also expected to provide optimal performance for the company in providing services to the community. Research result Rafiei et al. (2014), Maranata et al. (2022), Rizal et al. (2023) And Arifin & Narmaditya (2024) found that organizational commitment influences employee performance. Different from research results Harwika (2016) who found that organizational commitment had no effect on employee performance.

نقد عنوان الدراسة – TITLE of the Study

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تأثير العمل الجماعي والالتزام التنظيمي على أداء الموظفين

The Effect of Teamwork and Organizational Commitment on Employee Performance

Syaiful Arifin
University of Merdeka Malang, Indonesia



التعليق	× - √	عناصر النقد في العنوان
<u>إيجابي</u>: العنوان شامل وواضح وبسيط ومفهوم وموجز ويتضمن محتويات البحث <u>سلبي</u>: لا يتضمن المكان وحجم العينة وفق الباحث بشكل كبير في اختيار عنوان البحث	√	هل العنوان مناسب لمضمون البحث العلمي؟
	√	هل العنوان موجز أقل من ٢٠ كلمة ؟
	√	هل العنوان واضح؟
	√	هل العنوان حديث ومعاصر؟
	√	هل يعكس العنوان طبيعة المحتوى المصاغ في البحث؟
	√	هل يتضمن العنوان المتغيرات الأساسية للبحث؟
	×	هل يتضمن المكان، وحجم العينة، والمجتمع المستهدف، والتدخل؟
	×	تم استخدام اختصارات او كلمات دعائية ؟

إعداد وتقديم: د. عايد الرشدي

نقد ورقة بحثية من حيث
(العنوان – المستخلص – المقدمة)

التكليف: الأول

نقد مستخلص الدراسة – ABSTRACT of the Study

ABSTRACT: This research aims to analyze the effect of teamwork on employee performance, analyze the effect of organizational commitment on employee performance, and analyze the effect of teamwork and organizational commitment simultaneously on employee performance. The sample in this research was 100 employees of PT Telkom Indonesia. The data analysis technique uses multiple regression analysis. The results of the analysis show that teamwork influences employee performance. Organizational commitment influences employee performance. Teamwork and organizational commitment simultaneously influence employee performance.

KEYWORDS: Teamwork, Organizational Commitment, Employee Performance

التعليق	✓ - x	عناصر النقد في المستخلص
إيجابي : ملخص (٧٩) كلمة ممتاز واضح وشامل يحتوي على الهدف وحجم العينة وطريقة البحث والنتائج وفق الباحث بشكل جيد جدا في كتابة الملخص	✓	هل يبدو جيد من القراءة الاولى؟
	✓	هل طوله مناسب (١٠٠ - ٣٠٠) كلمة؟
	✓	هل يشمل الخلفية – هدف الدراسة – التدخل – طريقة البحث – النتائج ؟
	✓	هل يتسق مع الشكل العام للبحث ؟
	✓	هل يعكس العنوان طبيعة المحتوى المصاغ في البحث؟
	✓	يتماشى مع العنوان والمقدمة ويحتوي على كلماتهم المفتاحية؟
	✓	هل يحتوي على التعريفات والاختصارات المتسقة مع البحث ؟
	✓	هل مقدمة البحث ترتبط بالموضوع الدراسي بصورة مباشرة؟

إعداد وتقديم :د. عايد الرشيدى

نقد ورقة بحثية من حيث

(العنوان – المستخلص – المقدمة)

التكليف: الأول

INTRODUCTION of the Study – نقد المقدمة

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I. INTRODUCTION

Employee performance is one of the important factors that determines the success of an organization. High employee performance can increase productivity, efficiency and organizational competitiveness. Therefore, organizations need to strive to improve employee performance. In an era of globalization and increasingly fierce business competition, modern companies face challenges to ensure the sustainability and success of their operations. To achieve this goal, it is important to understand the impact of internal factors such as teamwork and organizational commitment on employee performance. Research on the influence of teamwork and organizational commitment on employee performance is becoming increasingly crucial in the modern business context. The success of the work team and the level of employee commitment to the company's vision and values can be an

important factor for the success of an organization. Therefore, an in-depth understanding of these factors can provide a strategic foundation for human resource management.

Teamwork is not only limited to coordinating tasks, but it also involves dynamic interaction between team members. In a dynamic work environment, the ability to collaborate, share ideas and resolve conflicts effectively is the key to success. The success of the team is not only reflected in the final results, but also in the quality of the interpersonal relationships that exist. Teamwork is considered the best

solution to ensure success in an organization. Research result Susanti et al. (2020), Ibrahim et al. (2021) shows that teamwork organizational commitment creates a strong psychological foundation between employees and the company. Employees who

have high organizational commitment tend to show higher levels of dedication. This commitment is also closely related to job satisfaction and employee retention, which has a long-term impact on organizational

well-being. Organizational commitment acts as a strong foundation to improve employee performance. When employees feel they have personal success and growth, they will work with passion, and focus on achieving overall organizational goals. With high commitment, employees tend to put more effort into achieving

human resource management philosophy. As stated by Luthans (2011) Organizational commitment is the willingness to work as hard as possible for the benefit of the organization and individual career with high commitment can lead to high organizational performance.

Employees who have high commitment are motivated to provide optimal performance and contribute to providing services to the community. Research result Rafiei et al. (2024), Moenata et al. (2022), Rival et al. (2023), Ambarin & Harmaditya (2024)

found that organizational commitment had no effect on employee performance.

Research result Rafiei et al. (2024), Moenata et al. (2022), Rival et al. (2023), Ambarin & Harmaditya (2024)

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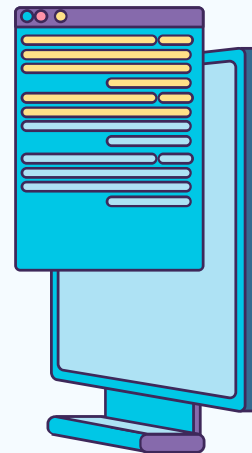
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Research result Rafiei et al. (2024), Moenata et al. (2022), Rival et al. (2023), Ambarin & Harmaditya (2024)

found that organizational commitment had no effect on employee performance.

التعليق	✓ - ✗	عناصر النقد في المقدمة
إيجابي : المقدمة شاملة علمية منطقية سهلة السياق وموجزة (٣ فقرات) تحتوي على أهمية ومجال الدراسة وتتضمن مجموعة من المراجع والدراسات الداعمة وترتبط مع محتوى البحث	✓	هل اشتملت المقدمة على مشكلة الدراسة ؟
	✓	هل أعدت المقدمة بأسلوب علمي ومنطقي؟
	✓	هل المقدمة موجزة (من ٣- ٥) أجزاء؟
	✓	تتضمن أهمية الدراسة والمراجع المستخدمة؟
	✓	هل يعكس العنوان طبيعة المحتوى المصاغ في البحث؟
	✓	هل تضمنت المقدمة المفاهيم الرئيسية للبحث العلمي؟
	✓	هل أشار الباحث لمناهج البحث المستخدمة في المقدمة؟
	✓	هل مقدمة البحث ترتبط بالموضوع الدراسي بصورة مباشرة؟
	✓	تستخدم لغة سهلة وجمل تساعد على الانتقال السهل في القراءة؟
	✓	

شكرا



التكليف: الأول

نقد ورقة بحثية من حيث
(العنوان – المستخلص – المقدمة)

إعداد وتقديم: د. عايد الرشيدى