

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kualitas SDM, komitmen organisasi dan disiplin kerja secara parsial dan simultan terhadap kinerja karyawan. Sampel yang digunakan dalam penelitian ini yaitu sebanyak 30 responden. Pengumpulan data dilakukan dengan menggunakan kuesioner. Teknik pengambilan sampel menggunakan *nonprobability sampling*. Teknik analisis data yang digunakan adalah analisis regresi linear berganda. Hasil penelitian ini menunjukkan komitmen organisasi dan disiplin kerja secara parsial tidak berpengaruh terhadap kinerja karyawan. Kualitas SDM secara parsial berpengaruh terhadap kinerja karyawan. kualitas SDM, komitmen organisasi dan disiplin kerja secara simultan berpengaruh terhadap kinerja karyawan UKM  
Sumber Hasil.

Kata Kunci : **Kualitas SDM, Komitmen Organisasi, Disiplin Kerja, Kinerja Karyawan**

## **ABSTRACK**

*This study aims to determine the effect of the quality of human resources, organizational commitment and work discipline partially and simultaneously on employee performance. The sample used in this study were 30 respondents. Data collection was done by using a questionnaire. The sampling technique used was non-probability sampling. The data analysis technique used is multiple linear regression analysis. The results of this study indicate that organizational commitment and work discipline partially have no effect on employee performance. The quality of human resources partially affects employee performance. quality of human resources, organizational commitment and work discipline simultaneously affect the performance of SME employees Sumber Hasil.*

**Keywords:** *Human Resources Quality, Organizational Commitment, Work Discipline, Employee Performance*