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THE ROLE OF COMMITMENT IN EMPLOYEE ENGAGEMENT WITH PERFORMANCE: LITERATURE REVIEW

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ABSTRACT

Commitment is an organizational approach intended to assure that employees are dedicated to organizational goals and principles, urged to help the organization succeed, and at the same time able to increase their own sense of security. Employee engagement plays a very important role in any organization because it is connected to the output of commitment and performance. When a sufficient number of people care about doing a good job and about the organization's work, engagement happens. The primary goal of the research was to present the researchers' opinions about the connection between employee engagement and organizational performance along with gaps that allow scope for future research.

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INTRODUCTION

Employee Engagement and Commitment

Because employee engagement helps employees to be fully committed and work beyond what is expected (Mauluddi et al., 2021). Employee engagement has a significant positive effect on organizational commitment. This study confirms that employee engagement is positively related to affective and normative commitment, while employee engagement is not significantly related to continuance commitment (M.Rameshkumar 2016).

Commitment and Performance

These findings provide useful insights and suggestions for management in higher education institutions to learn to develop organizational commitment among their employees by adopting effective human resource practices that can ultimately lead to organizational competitiveness and performance improvement. (Hanaysha, 2016).

Employee Engagement and Performance

Positive and significant relationship between employee engagement and performance. that employee engagement is a strong predictor of the performance of public service organizations because the engaged workforce is happy, motivated and therefore can improve organizational performance (Tensay & Singh, 2020).

LITERATURE REVIEW

Table 1: Study that defines the Relationship Between Employee Engagement and Commitment

Author /Year	Independent Variable	Dependent variable
Hanaysha (2016)	Employee Engagement,Work Environment and Organizational learning	Organizational Commitment
Rameshkumar (2020)	Employee Engagement	Organizational Commitment
Maniam Kaliannana*, Samuel Narh Adjovu (2015)	Employee Engagement	Job Satisfaction
Ikram et al., (2020)	CSR	Performance SMEs
Hendri (2019)	Job Satisfaction and Commitment	Employee Performance
Ade Muslimat,Hariyanty Ab Wahid,Heri Erlangga,Sarwani,Agus Purwanto,Denok Sunarsi (2020)	Organization Commitment Employee	Economic Performance Environment Performance Social Performance Sustainability Firm Performance
Ngaochai SUNGMALA Amara VERAWAT (2021)	Employee Engagement	Employee Performance

Table 2: A Study that Defines the Relationship Between Employee Engagement and Employee Performance through Mediation Effects

Author /Year	Independent variable	Dependent variable	Mediation Variable
Sani & Maharani Ekowati (2020)	OCB	Employee Performance	Organizational Commitment

Author /Year	Independent variable	Dependent variable	Mediation Variable
Rahman et al. (2019)	Workplace spiritual	Performance	Organizational Commitment
Agus & Selvaraj (2020)	QWL	Intention to Stay	Organizational Commitment
Anthony Brien,Dwi Suhartanto,Ira Siti sarah,Tintin Suhaeni and Aldy Mohammad Faiz Raksayudha (2021)	Employee Engagement	Performance	Religiusitas
Hadian Nasab & Afshari (2019)	Authentic leadership	Employee performance:	Organizational commitment

Table 3: A Study that Defines the Relationship Between Employee Engagement and Employee Performance through Moderation Effect

Author /Year	Independent variable	Dependent variable	Moderating Variables
Mitonga-Monga (2019)	Employee Engagement	Organizational Commitment	Dimensi Kepuasan Kerja (Gaji, Promosi, Supervisor, Rekan Kerja, dan Kerja-itu sendiri)

FUTURE RESEARCH

Further research can be conducted on employee engagement for management in higher education institutions to learn to develop organizational commitment among their employees by adopting effective human resource practices which can ultimately lead to organizational competitiveness and performance improvement (Jalal Hanaysha, 2016). Employee engagement should not be done once but must be integrated into the company culture. Employee engagement should be a continuous process of learning, improvement and action. Thus, today's organizations must actively look forward to meeting employee expectations and thus, create an impact on employee performance, which directly affects organizational performance (Madhura Bedakar, Deepika Pandita 2014). Shows that managers can promote OC and consequently EP by adopting the AL style. In addition,

the managerial and theoretical foundation generated by this research can be considered as a solution to improve EP (Hadian Nasab & Afshari, 2019). Collect data for construction from the same source, simultaneously. This can result in common method variance risk, leading to statistical inflation of the relationship. A longitudinal research design may also be suitable.

Practical implications – By improving the spiritual climate in the workplace, managers can increase employee commitment, and thus, individual salespeople can improve their sales performance. It seems that this happens because sales executives react reciprocally to their respective companies satisfying their spiritual needs (Rahman et al., 2019).

Research limitations/implications – Study findings are important for policy makers, entrepreneurs and other professionals in the SME sector both in developing countries and, with further application and exploration, in developing countries (Ikram et al., 2020).

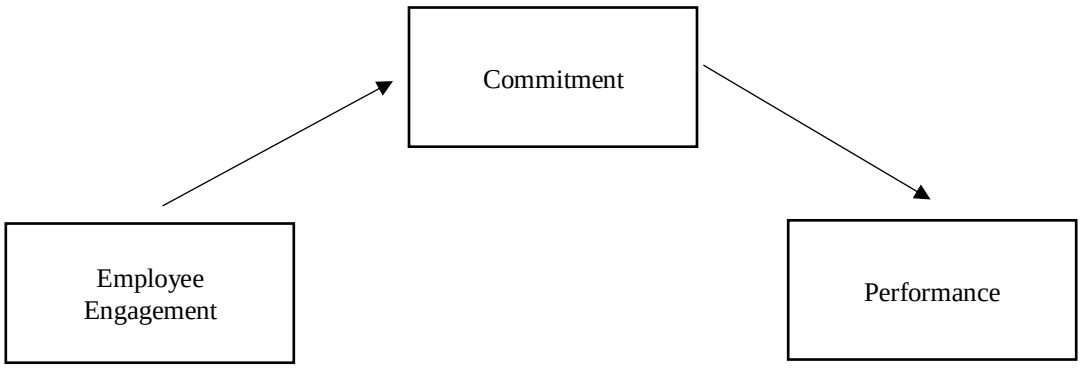
Research limitations/implications – This study used a single source and cross-sectional data, which may have resulted in general method bias.

Implikasi praktis - Dengan memberikan bukti efek menguntungkan dari CSR yang dirasakan pada akademisi ' tingkat kepercayaan, komitmen dan perilaku kewarganegaraan, studi ini memberikan kasus bisnis untuk universitas keterlibatan dalam CSR. Temuan ini sangat berguna untuk administrator akademik dan manajer yang: tertarik untuk memelihara sikap dan perilaku positif di antara staf akademik (Ahmad et al., 2020).

Keterbatasan utama adalah bahwa ini adalah studi cross-sectional, mungkin tidak digeneralisasikan melalui pendekatan longitudinal. Batas lain yang ditimbulkan oleh konteks negara berkembang ini studi, mungkin tidak berlaku untuk beberapa negara maju.

Practical implications - From an HR perspective, managing the pay structure is an ongoing issue. The proposed model suggests the use of specific practices on satisfaction and commitment as intermediary measures for managing employee commitment (Mahmood et al., 2019).

MODEL KONSEPTUAL



CONCLUSION

Organizational performance has been well influenced by employee engagement with their work. An employee who is very attached to his work is a person who pays attention to the work of the organization and presents some kind of initiative for the benefit of the organization. The literature review presented in the article clearly shows the relationship between employee engagement and organizational performance and proves that there is growing interest from researchers in the subject even today. Based on the literature shows employee engagement helps employees to be fully committed and work beyond what is expected. From the literature a conceptual model is developed and will be continued with empirical research. A review of the literature on the relationship between job involvement and various categories of performance attests to the increasing interest of researchers in this subject. To put it in context, 55 of the 116 papers analyzed have been written in the last 5 years. Overall, the authors have conducted empirical studies of diverse geographic areas, based on data from various industries such as financial services, education, or hospitality. There is a particular lack in studies of the relationship between aspects of engagement and performance outcomes, as well as the relationship between engagement and performance at the aggregate level (team and organization).

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