

**THE INFLUENCE OF EMPLOYEE STOCK OWNERSHIP ON THE
ORGANIZATIONAL COMMITMENT IN PT TELKOM TBK
REGIONAL DIVISION V (DEPARTMENT OF PERFORMANCE
AND HUMAN RESOURCE)**

ABSTRACT

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This study was conducted to investigate whether employee stock ownership had influence on the organizational commitment in PT Telkom Tbk Regional Division V Kantor Divre V (Department of Performance and Human Resource).

The population of this research was the employees of PT Telkom Tbk Regional Division V (Department of Performance and Human Resource). All the population was used as research samples. The respondents were 84 employees. Questionnaire was used in collecting data from the respondents. Then the validity and reliability of the collected data are tested before further analysis.

In finding conclusion, multiple linear regression analysis was used to analyze the collected data. From the result of regression analysis, it was concluded that employee stock ownership had influence on the organizational commitment in PT Telkom Tbk Regional Division V (Department of Performance and Human Resource) with F value = 3,829 and $p = 0,013$. The contribution of the independent variables to the organizational commitment was 12,6%.

Keywords: employee stock ownership, organizational commitment