

ABSTRAK

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In essence all people are committed, but the levels will vary. There is a high level of commitment there is also a low level of commitment. It is heavily influenced by the level of development and the psychological processes of the individual concerned. Job commitment have considerable influence on the workings of the employees, the employees of an organization that has a high job commitment tends to work well even without the boss. If an employee who has a low work commitment may result in job not done well. For that we need to grow high work commitment of an institution, so that the work can be expected and organizational goals will be achieved optimally.

This writing aims to describe the efforts that can be done to increase employee commitment West Pasaman District Education Department. Using logical thinking steps to build a description, by connecting the data with other data in order to obtain a general picture of the situation.

Based on studies conducted by the author, then an increase in employee commitment can be done by providing incentives, placing employees in accordance with their competence, and establish an atmosphere conducive working environment, giving reward and punishment.

Key word: job commitment, organizational commitment