

## ABSTRACT

In an increasingly modern era, the tourism industry significantly contributes to Indonesia's economy. Amidst growing competition in the tourism sector, innovation is essential for companies to remain competitive and implement sustainable tourism concepts. Workforce diversity and employee commitment are considered critical in the tourism industry, as they are expected to foster new ideas, creativity, and innovations from employees, driving the company's progress and sustainability..

This study aims to investigate the influence of workforce diversity and employee commitment on innovation performance, with a case study conducted at PT Taman Wisata Candi Borobudur, Prambanan, and Ratu Boko, currently branded as Injourney Destination Management, a subsidiary of PT Aviassi Pariwisata Indonesia (Persero).

The research employs a quantitative method with a descriptive causal design. Data were collected by distributing questionnaire booklets directly to 154 active employee respondents, focusing on predetermined variables: workforce diversity ( $X_1$ ), employee commitment ( $X_2$ ), and innovation performance ( $Y$ ).

The data analysis techniques used in this study include descriptive statistical analysis and Structural Equation Modeling-Partial Least Square (SEM-PLS) with the assistance of SmartPLS Version 4 software. The findings indicate a positive and significant influence of workforce diversity on innovation performance and a positive and significant influence of employee commitment on innovation performance. This research is expected to provide practical contributions to human resource management strategies in the tourism industry.

Based on the data obtained from respondents' answers, it is concluded that this study can serve as a reference for improving human resource management at Injourney Destination Management, drawing from the discussion of workforce diversity, employee commitment, and innovation performance.

**Keywords:** workforce diversity, employee commitment, innovation performance