

ABSTRAK

PENGARUH KOMPENSASI TERHADAP KINERJA KARYAWAN NON MANAJEMEN MELALUI MOTIVASI DAN KOMITMEN ORGANISASI (Studi Kasus pada PT.Ewindo)

Penelitian ini bertujuan untuk melihat pengaruh baik secara parsial maupun simultan variabel kompensasi serta motivasi dan komitmen organisasi sebagai variabel intervening terhadap variabel dependennya yaitu kinerja.

Penelitian ini menggunakan sumber data primer yaitu kuesioner dengan menggunakan teknik *purposive sampling*. Sampel disebar kepada 40 responden karyawan non manajemen PT.Ewindo. Untuk mengetahui tingkat pengaruh antara kompensasi (X), motivasi (Z_1), *affective commitment* ($Z_{2.1}$), *continuance commitment* ($Z_{2.2}$), *normative commitment* ($Z_{2.3}$) serta kinerja (Y), digunakan analisis jalur (*Path Analysis*), uji t, dan uji F.

Dari hasil perhitungan menunjukkan bahwa secara parsial seluruh variabel ($X, Z_1, Z_{2.1}, Z_{2.2}$ dan $Z_{2.3}$) memiliki pengaruh yang signifikan terhadap kinerja (Y) dimana variabel motivasi memiliki nilai koefisien jalur tertinggi yaitu 0,575 atau sebesar 33,1% pengaruhnya terhadap kinerja. Begitu pula secara simultan, variabel kompensasi, motivasi, komitmen organisasi secara bersama sama memiliki pengaruh yang signifikan terhadap kinerja karyawan dimana $F_{hitung} > F_{tabel}$ ($50,959 > 2,493$) dengan tingkat signifikansi $< 0,05$. Serta memberikan pengaruh sebesar 88,2 % terhadap kinerja karyawan, sedangkan sisanya sebesar 11,8 % merupakan pengaruh dari variabel lain diluar penelitian.

Kata Kunci : Kompensasi, motivasi, komitmen organisasi, *affective commitment*, *continuance commitment*, *normative commitment*, kinerja.

ABSTRACT

INFLUENCE OF COMPENSATION TO NON MANAGEMENT EMPLOYEE PERFORMANCE THROUGH MOTIVATION AND COMMITMENT ORGANIZATION (Study Case on PT.Ewindo)

The purpose of this study was to observe the effect of either partially or simultaneously variable compensation as independent variable with the motivation and commitment of the organization as an intervening variable to performance as dependent variable.

This study uses primary data source is the questionnaire by using purposive sampling technique. Samples were distributed to 40 respondents non-management employees of PT. Ewindo. To determine the degree of influence between compensation (X), motivation (Z1), affective commitment (Z2.1), continuance commitment (Z2.2), normative commitment (Z2.3) and performance (Y), used path analysis (Path Analysis), t test, and F test.

Results from the study indicate that all variable (X, Z₁, Z_{2.1}, Z_{2.2} and Z_{2.3}) partially has a significant effect on performance (Y). Motivation variable has the highest value path coefficient 0.575 or 33.1% influence on the performance. Even simultaneously, compensation, motivation, organizational commitment variable is shared equally have a significant impact on employee performance where $F_{count} > F_{table}$ ($50.959 > 2.493$) with a significance level < 0.05 . all variables provide simultaneous effect of 88.2% on the performance of employees, while the remaining 11.8% is the influence of other variables outside the study.

Keywords : Compensation, motivation, organizational commitment, affective commitment, continuance commitment, normative commitment, employee performance.