

ABSTRAK

Oka Prayogie, 2019: Pengaruh Komitmen Organisasi dan Kompensasi terhadap Kinerja pada Karyawan Divisi SDM dan Umum PT. “X” wilayah Jakarta, Skripsi, Jakarta : Program Studi S1 Manajemen, Fakultas Ekonomi, Universitas Negeri Jakarta, 2019.

Tujuan dari penelitian ini adalah untuk mengetahui: (1) Deskripsi komitmen organisasi dan kompensasi terhadap kinerja karyawan pada Divisi SDM dan Umum PT. X wilayah Jakarta, (2) Pengaruh komitmen organisasi terhadap kinerja karyawan pada Divisi SDM dan Umum PT. X wilayah Jakarta, (3) Pengaruh kompensasi terhadap kinerja karyawan PT. X wilayah Jakarta. Penelitian ini mengambil sampel sebanyak 84 karyawan Divisi SDM dan Umum PT. X wilayah Jakarta. Penelitian ini menggunakan analisis deskriptif dan *explanatory*. Hasil penelitian ini menunjukkan bahwa: (1) komitmen organisasi memiliki pengaruh dan signifikan terhadap kinerja karyawan pada Divisi SDM dan Umum PT. X wilayah Jakarta, (2) kompensasi memiliki pengaruh dan signifikan terhadap kinerja karyawan pada Divisi SDM dan Umum PT. X wilayah Jakarta.

Kata Kunci: Komitmen Organisasi, Kompensasi, Kinerja Karyawan

ABSTRACT

Oka Prayogie, 2019: The Effect of Organizational Commitment and Compensation toward Performance of Employee at Human Resource Management and General Division of PT. X Jakarta, Thesis, Jakarta: S1 Management program, Faculty of Economics, State University of Jakarta, 2019.

The purpose of this study was to find out: (1) Description of organizational commitment, compensation on employee performance in the Human Resource Management and General Division of PT. X Jakarta, (2) Effect of organizational commitment on employee performance in the Human Resource Management and General Division of PT. X Jakarta, (3) The influence of compensation on the performance of employees in the Human Resource Management and General Division of PT. X Jakarta. This study took a sample of 84 employees of the Human Resource Management and General Division of PT. X Jakarta. This study uses descriptive and explanatory analysis. The results of this study indicate that: (1) achievement organizational commitment has a effect and significant on employee performance in the Human Resource Management and General Division of PT. X Jakarta, (2) compensation has a effect and significant on the performance of employees in the Human Resource Management and General Division of PT. X Jakarta.

Keywords: Organization Commitment, Compensation, Employee Performance

