ABSTRACT

Eko Kusumo Apriyanto, 2012; The Influence of Compensation and Work Stress on Services, Business, & Finance Department Employees Organizational Commitment at PT Gunung Madu Plantations Central Lampung. Final Paper, Jakarta: Human Resource Management concentrate, Management Study Program, Faculty of Economics.

The purposes of this research are 1) To know description of compensation, work stress, and organizational commitment on services, business, & finance department. 2) To know how strong the influence of compensation towards employees organizational commitment. 3) To know how strong the influence of work stress towards employees organizational commitment. 4) To know how strong the influence among of compensation and work stress towards employees organizational commitment. This research using descriptive and explanatory analysis. The research conduct 100 respondent and data collecting technique is by using questioners with stratified random sampling and it was cultivated by SPSS version 16.0 for windows. Regression partially shows that there is influence between compensation towards employees organizational commitment (if work stress variable is constant and there is influence between work stress towards employees organizational commitment (if compensation variable is constant). The result of F_{count} *= 14.177 >* F_{table} *= 3.090 with value significant 0.000, that is means there is influence among compensation and work stress toward employees organizational commitment. The result of determination coefficient value is 0.226, that is means services, business & finance department employees organizational commitment at PT GMP influenced by compensation and work stress amount 22.6% while the rest 77.4% is influenced by the others factor which is not in this research.*

Keyword: compensation, work stress, and organizational commitment.