

ABSTRACT

THE EFFECT OF COMPENSATION ON EMPLOYEE PERFORMANCE THROUGH EMPLOYEE COMMITMENT

*(A Research on The Production Division Employees of
PT Rentang Buana Niagamakmur Tasikmalaya Unit)*

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The purpose of this research was to determine and analyze compensation, employee commitment, employee performance and the effect of compensation on employee performance through the commitment of employees in the production division at PT Rentang Buana Niagamakmur Tasikmalaya Unit. The research method used was a survey method. The sampling technique in this research used a census with a sample size of 48 respondents. The data collection techniques used interviews, questionnaires, and documentation studies. The data analysis technique used regression analysis of the mediating variable with the product of coefficient. The results showed that the compensation at PT Rentang Buana Niagamakmur Tasikmalaya Unit was in the good category. The commitment of employees at PT Rentang Buana Niagamakmur Tasikmalaya Unit was in the good category. The performance of employees at PT Rentang Buana Niagamakmur Tasikmalaya Unit was in the good category. Based on the results of the analysis, it was known that employee commitment mediates a causal relationship between compensation and employee performance on the production division employees at PT Rentang Buana Niagamakmur Tasikmalaya Unit. The ability of employee commitment in mediates the relationship between compensation and employee performance was 17.6 %.

Keywords: *Compensation, Employee Performance, Employee Commitment*

ABSTRAK

PENGARUH KOMPENSASI TERHADAP KINERJA KARYAWAN MELALUI KOMITMEN KARYAWAN

(Suatu Penelitian Pada Karyawan Bagian Produksi
PT Rentang Buana Niagamakmur Unit Tasikmalaya)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis kompensasi, komitmen karyawan, kinerja karyawan dan pengaruh kompensasi terhadap kinerja karyawan melalui komitmen karyawan bagian produksi di PT Rentang Buana Niagamakmur Unit Tasikmalaya. Metode penelitian yang digunakan adalah metode survei. Teknik pengambilan sampel pada penelitian ini menggunakan sensus dengan ukuran sampel sebanyak 48 responden. Teknik pengumpulan data menggunakan wawancara, kuesioner, dan studi dokumentasi. Teknik analisis data menggunakan analisis regresi variabel mediasi dengan metode *product of coefficient*. Hasil penelitian menunjukkan bahwa kompensasi di PT Rentang Buana Niagamakmur Unit Tasikmalaya berada pada kategori baik. Komitmen karyawan di PT Rentang Buana Niagamakmur Unit Tasikmalaya berada pada kategori baik. Kinerja karyawan di PT Rentang Buana Niagamakmur Unit Tasikmalaya berada pada kategori baik. Berdasarkan hasil analisis diketahui bahwa komitmen karyawan memediasi hubungan kausal antara kompensasi terhadap kinerja karyawan pada karyawan bagian produksi di PT Rentang Buana Niagamakmur Unit Tasikmalaya. Kemampuan komitmen karyawan dalam memediasi hubungan antara kompensasi terhadap kinerja karyawan adalah sebesar 17,6%.

Kata Kunci: Kompensasi, Kinerja Karyawan, Komitmen Karyawan