

ABSTRACT

This study aims to analyze the effect of financial compensation, non-financial compensation and work life balance on organizational commitment: The object of this research is a sample of 70 employees of the Ministry of Transportation of the Republic of Indonesia in the Personnel Section, calculated based on saturated samples. The method of collecting data uses a survey method, with the research instrument being a questionnaire. Data analysis method uses Partial Least Square (PLS). Research shows that financial compensation has a positive and significant effect on Organizational Commitment. Non-financial compensation has a positive and does not have a significant effect on Organizational Commitment. Work Life Balance has a positive and does not have a significant effect on Organizational Commitment of the Ministry of Transportation of the Republic of Indonesia to the Personnel Section.

Keywords: Financial Compensation, Non-Financial Compensation, Work Life Balance, Organizational Commitment Ministry of Transportation of the Republic of Indonesia in the Personnel Section.



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi finansial, kompensasi non finansial dan work life balance terhadap komitmen organisasi : Objek penelitian ini adalah sampel yang dipergunakan sebanyak 70 karyawan Kementerian Perhubungan Republik Indonesia pada Bagian Kepegawaian, dihitung berdasarkan menggunakan sample jenuh. Metode penggumpulan data menggunakan metode survey, dengan instrument penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square* (PLS). Penelitian membuktikan bahwa kompensasi finansial berpengaruh positif dan signifikan terhadap Komitmen Organisasi. Kompensasi non finansial berpengaruh positif dan tidak signifikan terhadap Komitmen Organisasi. *Work life balance* berpengaruh positif dan tidak signifikan terhadap Komitmen Organisasi Kementerian Perhubungan Republik Indonesia pada Bagian Kepegawaian.

Kata kunci : Kompensasi Finansial, Kompensasi non Finansial, *Work Life Balance*, Komitmen Organisasi Kementerian Perhubungan Republik Indonesia pada Bagian Kepegawaian.

