

Abstract

Commitment predicted as a factor or suspected influence for the non-optimal employee's performance at PT. SCG Pipe and Precast Indonesia, which causes employee commitment decrease, researchers want to know factors that can influence it, researchers limit to motivational factors, work climate, compensation. The method of collecting samples are using simple random sampling technique. The sample of this study are employees who are working in head office of PT. SCG Pipe and Precast Indonesia. It is using nonprobability technique is saturated sample or often called total sampling because the number of employees are 65 people. This research was carried out quantitatively with multiple linear regression analysis method, by testing the statistical test hypothesis. The results showed that 88.9% organizational commitment was influenced by the variables Motivation, Organizational Climate, Compensation variables. The rest which is 11.1% are influenced by other factors outside of this research such as leadership, career paths, training, development. Motivation, Organizational Climate, compensation simultaneously have a significant effect to organizational commitment. It's means that higher of employee motivation, more conducive the organizational climate, better compensation of the company, then higher the employee's organizational commitment to the company.

Keywords: *Motivation, Organizational Climate, compensation, and organizational commitment*

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Abstrak

Komitmen diprediksi sebagai faktor atau diduga mempengaruhi kinerja karyawan PT. SCG Pipe and Precast Indonesia, yang menyebabkan komitmen karyawan menurun, peneliti ingin tahu lebih banyak tentang faktor apa yang dapat mempengaruhi komitmen karyawan, dimana peneliti membatasi faktor motivasi, iklim kerja dan kompensasi. Metode pengumpulan sampel menggunakan teknik simple random sampling. Penelitian ini dilakukan menggunakan data primer. Sampel penelitian adalah karyawan yang bekerja di kantor pusat di PT. SCG Pipe dan Precast Indonesia. Pengambilan sampel menggunakan teknik nonprobability adalah sampel jenuh atau sering disebut total sampling karena jumlah karyawan adalah 65 orang. Penelitian ini dilakukan secara kuantitatif dengan metode analisis regresi linier berganda dengan menguji hipotesis uji statistik t. Hasil penelitian menunjukkan bahwa 88,9% komitmen organisasi dipengaruhi oleh variabel Motivasi, Iklim Organisasi dan variabel Kompensasi. Adapun sisanya 11,1% Komitmen organisasi dipengaruhi oleh faktor lain di luar penelitian ini seperti kepemimpinan, jenjang karir, pelatihan dan pengembangan. Motivasi, Iklim Organisasi, dan kompensasi secara bersamaan berpengaruh signifikan terhadap komitmen organisasi PT. SCG Pipe dan Precast Indonesia. Artinya semakin tinggi motivasi karyawan dan semakin kondusif iklim organisasi dan semakin baik kompensasi perusahaan maka semakin tinggi komitmen organisasi karyawan terhadap perusahaan tersebut.

Kata kunci: Motivasi, Iklim Organisasi, kompensasi dan komitmen organisasi

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