

## **ABSTRAK**

Sumber daya manusia yang mempunyai motivasi yang tinggi memegang pengaruh utama dalam proses peningkatan kinerja karyawan terutama dalam hal kompensasi dan komitmen organisasi. Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan motivasi terhadap kinerja karyawan serta dampaknya terhadap kinerja karyawan. Populasi dalam penelitian ini adalah karyawan PT. Istana Garmindo Jaya Cibinong Bogor yang berjumlah 1119 orang. Sampel yang dipergunakan adalah sebanyak 186 orang. Teknik pengambilan sampel menggunakan *convenience sampling*. Untuk menjawab perumusan masalah, tujuan dan hipotesis penelitian ini, maka analisis yang dipergunakan adalah analisis *Structural Equation Model* (SEM). Berdasarkan hasil analisis *Structural Equation Model* (SEM) dapat disimpulkan bahwa kompensasi berpengaruh positif dan signifikan terhadap komitmen organisasi. Kemudian kompensasi tidak berpengaruh terhadap kinerja karyawan. Sedangkan motivasi tidak berpengaruh terhadap komitmen organisasi. Selain itu, motivasi tidak berpengaruh terhadap kinerja karyawan dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : kompensasi, motivasi, komitmen organisasi, kinerja karyawan



## **ABSTRACT**

*Human resources that have a high motivation holds major influence in the process of improving employee performance, especially in terms of compensation and organizational commitment. This study aimed to determine the effect of compensation and motivation on employee performance and its impact on employee performance. The population in this study were employees of PT. Istana Bogor Cibinong Garmindo Jaya totaling 1119 people. The samples used were as many as 186 people. Sampling technique using convenience sampling. To answer the problem formulation, objectives and hypotheses of this study, the analysis used is the analysis of Structural Equation Model ( SEM ). Based on the analysis of Structural Equation Model ( SEM ) can be concluded that compensation is positive and significant effect on organizational commitment. Then compensation of employees does not affect the performance of the employee. While motivation does not affect the commitment of the organization. In addition , the motivation does not affect the performance and the organization 's commitment and significant positive effect on employee performance.*

*Keyword : compensation, motivation, commitment of the organization, the performance of the employee.*

