

**ANALISIS PENGARUH KEPUASAN KOMPENSASI, KOMITMEN
ORGANISASI, DAN PENGEMBANGAN SUMBER DAYA MANUSIA
TERHADAP KINERJA PEGAWAI DI PT SERASI AUTORAYA
(2013)**

***EFFECT ANALYSIS OF COMPENSATION SATISFACTION,
ORGANIZATIONAL COMMITMENT, AND HUMAN RESOURCES
DEVELOPMENT ON EMPLOYEE PERFORMANCE
AT PT SERASI AUTORAYA***

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ABSTRACT

This study aims to empirically analyze (1) influence of compensation satisfaction on employee performance (2) influence of organizational commitment on employee performance, (3) influence of human resource development on employee performance, and (4) influence of those three factors on employee performance simultaneously. Background of this research is the declining of employee performance at the company. Samples from this study were employees of PT Serasi Autoraya – Head Office, totaling 186 people with at least 1 year working period. Data were collected by questionnaires then analyzed using Multiple Linear Regression with SPSS 18. The data that have met the test of validity, reliability, and classical assumption processed to produce the following regression equation: $Y = 2.111 + 0.257 X_1 + 0.385 X_2$. The results showed there was a positive and significant effect between compensation satisfaction and organizational commitment to employee performance, there is no positive and significant effect between the development of human resources on the performance, and there is a positive and significant effect between compensation satisfaction, organizational commitment, and human resource development on employee performance of PT Serasi Autoraya simultaneously. Value of R Square (0.209) illustrates that 21% of the variation in performance is explained by the Compensation Satisfaction, Organizational Commitment, and Human Resource Development, while the other 79% is explained by other factors outside the study.

Keywords: Performance, Compensation Satisfaction, Organizational Commitment, Human Resource Development