ABSTRACT

The Influence of Training, Organizational Commitment, and Compensation to the Parking Field Employee’s Performance PT Sumber Aneka Sempana

Rizma Ariefiani

The achievement of company’s objectives will be well performed if the human resources present the great performance. The purpose of this study were: 1) to analyze employee’s perception regarding training, organizational commitment, compensation, and performance; 2) to analyze the correlation of training to organizational commitment, compensation to organizational commitment, training to performance, organizational commitment to performance, and compensation to performance; and 3) to formulate strategies for improving performance based on training, organizational commitment and compensation. Descriptive method by survey study was used in this study. Total samples of the study were 86 parking field employees at PT Sumber Aneka Sempana that taken by sensus method. Data were collected through personal interviews by using questionnaire, then analyzed by using Structural Equation Modeling. The study showed that employee’s perception regarding training, organizational commitment, compensation, and performance were categorized as good. The correlation were positive and significant. Organizational commitment was influenced by training as well as compensation. Performance was influenced by training as well as organizational commitment and compensation. Based on the results and for increasing employee’s performance, the management is suggested to: 1) provide appropriate training in accordance with the needs of employee’s job and company’s ability; 2) internalize company’s value and provide equal opportunity for employees to actualize its ability to strengthen the commitment; and 3) improve compensation system for financial aspect and informed it in a transparent manner to employees so that feeling of injustice can be minimized.

Keyword: Parking Field Employee, Training, Organizational Commitment, Compensation, Performance, Structural Equation Modeling