ABSTRACT

IKA MEYLASARI. Effect of Compensation, Motivation, and Job Satisfaction on Commitment and Employees Engagement of Budi Karya Group, Bogor. Under direction of SJAFRI MANGKUPRAWIRA and MOELYADI.

The objectives of this study were to analyze the perception of the compensation and the influence of compensation, motivation, and job satisfaction to commitment and employee engagement. The research was conducted in March 2012 to April 2012. Data collected as many as 100 employees from 353 employees at Budi Karya Group. This research uses descriptive and causal method, average score, and Structural Equation Model. Based on the calculation of average scores indicate that employees's perceptions to the compensation in Budi Karya Group has been fair enough. Employees also had high motivation, job satisfaction, commitment, and employees engagement. While the results of the calculation of Structural Equation Model showed that compensation has an insignificant influence on motivation, job satisfaction, and commitment. Motivation has an significant influence on job satisfaction, but unsignificant on commitment and engagement. Job satisfaction has significant influence on commitment, but significant on engagement.

Keywords : Compensation, Motivation, Job Satisfaction, Commitment, Employees Engagement