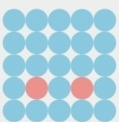




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ABSTRACT

The Influence of Compensation Component towards Work Motivation and organizational commitment at Pangrango 2 Hotel

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The purpose of this study was to analyze financial and non financial variable compensations which influence's employee motivation and organizational commitment at Pangrango 2 Hotel by using SEM (Structural Equation Modeling) method. This study was done with descriptive method through case study at the company. Data analyze was done with Structural Equation Modeling (SEM), and processed with LISREL 8.51. The result of this study show that structural model which built was theoretically supported by empirical data on the field, which proved with Chi-square value was smaller than the Degree of Freedom (DF), Probability value (P-value) more than 0,05 and value of Root Mean Square Error of Approximation (RMSEA) less then 0,08, which solved using LISREL version 8.51.

This research shows that there is a significant influence of financial and non financial variable compensations toward employee motivation and organizational commitment. Incentive was indicator variable of financial compensation with highest value and status was indicator variable of non- financial compensation with highest value. Meanwhile each indicator variable which has contributed of work motivation and organizational commitment was achievement. To improve productivity, Pangrango 2 Hotel should be concern and increased indicator variable which has highest contribution for each latent variable.

Keyword: *Compensation, Financial, Non-Financial, Work Motivation, organizational commitment, Pangrango 2 Hotel, SEM*

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