

**THE INFLUENCE OF COMPENSATION, ORGANIZATIONAL
CULTURE, AND ORGANIZATIONAL COMMITMENT TOWARD
EMPLOYEE PERFORMANCE AT PT WAHANA WIRAWAN
NISSAN DATSUN MARTADINATA MANADO**

THESIS



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UNIVERSITAS KATOLIK DE LA SALLE MANADO

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TITLE PAGE

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**Presented as a partial fulfillment of the requirement in obtaining
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ORGANIZATIONAL CULTURE, AND ORGANIZATIONAL
COMMITMENT TOWARD EMPLOYEE PERFORMANCE AT
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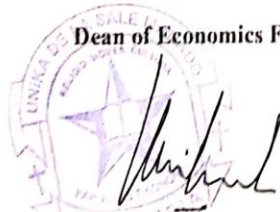
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LEGALIZATION PAGE

THE INFLUENCE OF COMPENSATION, ORGANIZATIONAL
CULTURE, AND ORGANIZATIONAL COMMITMENT TOWARD
EMPLOYEE PERFORMANCE AT PT WAHANA WIRAWAN NISSAN
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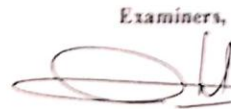
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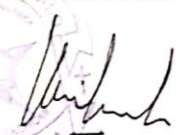
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ABSTRACT

MARIO MARCELINUS LALA, THE INFLUENCE OF COMPENSATION, ORGANIZATIONAL CULTURE, AND ORGANIZATIONAL COMMITMENT TOWARD EMPLOYEE PERFORMANCE AT PT WAHANA WIRAWAN NISSAN DATSUN MARTADINATA MANADO.

(UNDER GUIDANCE CHRISTOFORUS ADRIE PIETER KOLEANGAN, SE., MM AND PATRICIA GIOVANA JUNITA PETRUS, SE., MM)

Employee Performance is the work of a person or group achieved by going through factors and perfected with their respective responsibilities in fulfilling everything that is the goal of the company legally, not breaking the law, and in accordance with morals and ethics applicable.

The purpose of this research, is to analyze and measure The Influence of Compensation, Organizational Culture, and Organizational Commitment toward Employee Performance at PT Wahana Wirawan Nissan Datsun Martadinata Manado. This research uses questionnaire data that is processed with SPSS version 20 statistical applications.

The results of this research use multiple regression analysis as an analysis tool. The results of this research indicate that partially the Compensation variable has $T_{\text{count}}, -1.417 < T_{\text{table}}$, the Organizational Culture variable $T_{\text{Count}} 2.246 > T_{\text{Table}}$, and the Organizational Commitment variable has a $T_{\text{Count}}, 5.083 > T_{\text{Table}}$. This means that Compensation has no influence toward Employee Performance, while Organizational Culture and Organizational Commitment has an influence on Employee Performance. Simultaneously the independent variable (Compensation, Organizational Culture, and Organizational Commitment) has an F_{Count} of 18.733 $> F_{\text{Table}}$. Thus all independent variables have the influence toward Employee Performance at PT Wahana Wirawan Nissan Datsun Martadinata Manado.

Keywords: Employee Performance, Compensation, Organizational Culture, Organizational Commitment

ABSTRAK

MARIO MARCELINUS LALA, PENGARUH KOMPENSASI, BUDAYA ORGANISASI, DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN PADA PT WAHANA WIRAWAN NISSAN DATSUN MARTADINATA MANADO.

(DIBAWAH BIMBINGAN CHRISTOFORUS ADRIE PIETER KOLEANGAN, SE., MM AND PATRICIA GIOVANA JUNITA PETRUS, SE., MM)

Kinerja Karyawan adalah karya seseorang atau kelompok yang dicapai dengan melalui faktor-faktor dan disempurnakan dengan tanggung jawab masing-masing dalam memenuhi segala sesuatu yang merupakan tujuan perusahaan secara hukum, tidak melanggar hukum, dan sesuai dengan moral dan etika yang berlaku.

Tujuan dari penelitian ini adalah, untuk menganalisis dan mengukur Pengaruh Kompensasi, Budaya Organisasi, dan Komitmen Organisasi terhadap Kinerja Karyawan pada PT Wahana Wirawan Nissan Datsun Martadinata Manado. Penelitian ini menggunakan data dari kuesioner menggunakan aplikasi statistik SPSS versi 20.

Penelitian ini menggunakan analisis regresi linier berganda sebagai alat ukur analisis. Hasil penelitian ini mengindikasikan secara parsial bahwa variable Kompensasi memiliki nilai $T_{hitung} 1.417 < T_{tabel}$, variable Budaya Organisasi memiliki nilai $T_{hitung} 2.246 > T_{tabel}$, dan variable Komitmen Organisasi memiliki nilai $T_{hitung} 5.083 > T_{tabel}$. Ini berarti bahwa variabel Kompensasi tidak memiliki pengaruh pada Kinerja Karyawan, sedangkan variabel Budaya Organisasi dan Komitmen Organisasi memiliki pengaruh terhadap Kinerja Karyawan. Secara Simultan, variabel independen (Kompensasi, Budaya Organisasi, dan Komitmen Organisasi) memiliki nilai $F_{hitung} 18.733 > F_{tabel}$. Jadi semua variabel independen memiliki pengaruh terhadap Kinerja Karyawan pada PT Wahana Wirawan Nissan Datsun Martadinata Manado.

Kata Kunci: Kinerja Karyawan, Kompensasi, Budaya Organisasi, Komitmen Organisasi

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Manado, January 15th – 2020

Student

STATEMENT OF THESIS ORIGINALITY
THE INFLUENCE OF COMPENSATION, ORGANIZATIONAL
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EMPLOYEE PERFORMANCE AT PT WAHANA WIRAWAN NISSAN
DATSUN MARTADINATA MANADO

I, who sign this statement, state that this thesis:

is truly my original work. In this thesis, there are no partly or overall of other people, writing and opinion that I recognize as my writing. When I used other people writing and opinion by quoting implicitly and explicitly, I have recognized and showed the sources of its origin. If this thesis that I wrote, is being proved as plagiarism, I will take the consequences given to me, including the cancellation of degree and certificate.

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