

## ABSTRACT

Maximum employee work motivation, will obtain satisfactory compensation so as to improve the performance of its employees.

With high performance will be very beneficial for an agency because with a employee that has high performance and productive it would be optimal agency performance. Departing from a brief description of the above background, the author have conducted a study entitled "The Influence of Motivation, Compensation, Organizational Commitment Against Employee Performance and Employee Performance Compensation Against Organizational Commitment (Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang)".

The author conducted research to take the title of the above with the following aims: To know and analyze the influence of motivation to employees performance in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang, To know and analyze the effect of compensation to employees performance in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang, To know and analyze the influence of organizational commitment to employees performance in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang, To know and analyze the compensation effect of organizational commitment in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang.

That we make the research sample in this research were all the administrative staff in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang, whereas for analyzing and discussing the issues will be used analysis tools MANOVA and PLS.

Based on the results of data analysis has been done, it can be concluded as follows: There was no significant positive effect motivation to employees performance in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang. It can be seen from the analysis results of the influence motivation against employee performance strategies have a significance value of  $1.569 < 1.960$ , There was a significant positive effect compensation to employees performance in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang. It can be seen from the analysis results of the influence compensation variable against employees performance strategies have a significance value of  $3.198 > 1.960$ , There was no significant positive effect organizational commitment to employees performance in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang. It can be seen from the analysis results of the influence organizational commitment against employees performance strategies have a significance value of  $0,982 < 1,960$ , There was a significant positive effect compensation to organizational commitment in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang. It can be seen from the analysis results of the influence compensation variable against organizational performance strategies have a significance value of  $6,443 > 1,960$ , There was no difference in motivation, compensation, organizational commitment and employee performance among PNS employees and Non PNS employees in Rumah Sakit Jiwa Prof. Dr. Soerojo Magelang. It can be seen that both the Oneway ANOVA test or Mann-Whitney test on the variables of motivation, compensation, organizational commitment and employees performance have a greater significance level of 0.05.

Key words : Motivation, Compensation, Organizational Commitment, Employee Performance, RSJ Prof. Dr. Soerojo Magelang.