

**THE EFFECT OF COMPENSATION ON ORGANIZATIONAL  
COMMITMENT OF EMPLOYEE (A STUDY ON WOMAN  
EMPOWERMENT, CHILD PROTECTION AND FAMILY PLANNING  
BOARD OF WEST JAVA PROVINCE)**

**ABSTRACT**

*The existence of human resources is very important for an organization . Each individuals do different activities and functions in running the organization . The commitment of the employees to achieve the company's objectives will be greater if the rights of employees are fulfilled . This deals with the remuneration given by the company. If the company provides sufficient reciprocity then the level of employee commitment will be high, on the contrary, if the company gives lower level of reciprocity, then the employee commitment will be low.*

*The purpose of this study is to determine how much is the influence compensation to organizational commitment of employee of the Woman Empowerment, Child Protection And Family Planning Board Of West Java Province . The independent variable of the study was compensation, while the dependent variable is the organization's commitment. This study used quantitative methods with descriptive and causality research. The population in this study were the employees of Woman Empowerment, Child Protection And Family Planning Board Of West Java Province. Data obtained by distributing questionnaires, using saturated sampling techniques.*

*Based on research result, there is a positive and significant impact of employee compensation to organizational commitment of Woman Empowerment, Child Protection And Family Planning Board of West Java Province. Research results Province and the remaining 90.7 percent is influenced by other factors that are not observed in this prove that the compensation has the effect by 9.3 percent of the employee's organizational commitment of Woman Empowerment, Child Protection And Family Planning Board Of West Java Province.*

***Keywords : human resources, compensation, organizational commitment***