

ABSTRACT

Commitment of employee in the marketing department of regular ethical division of PT. Pharos Indonesia is considered good when viewed from the employees attendance data. This can happen because the system of compensation given by the company has been considered good or in accordance with the needs of its employees but there are some policies that are still considered less according to the needs of the employees.

The purposes of this study is to determine how the level of employee perceptions of the compensation given by the company, the level of employee commitment in the marketing department of regular ethical division of PT. Pharos Indonesia.

The study uses quantitative method. Data collection technique uses questionnaires distributes to employees within the marketing department of regular ethical division of PT. Pharos Indonesia, as many as 157 employees. The sampling technique uses nonprobability saturated sampling where the number of questionnaires that were returned by 137 respondents. To interpret the results of study uses descriptives analysis and simple linear regression analysis.

The results of data processing shows the level of employee perception of the compensation from the company is moderate and the level of employee commitment is high enough. The compensation has a significant positive effect on the commitment of employee in the marketing department of regular ethical division of PT. Pharos Indonesia.

The company should fix the compensation system that will be applied in the future in a fair and proportional way to fit the needs of employees so as to further enhance the commitment that is in the employees themselves.

Keywords : Compensation, Employee Commitment.