

THE INFLUENCE OF COMPENSATION, MOTIVATION, AND ORGANIZATIONAL COMMITMENT ON THE PERFORMANCE OF EMPLOYEES AT PT. CITRA PALU MINERALS IN POBOYA VILLAGE, PALU

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ABSTRACT

This research aims to analyze the simultaneous or partially influenced variables of compensation, motivation, and organizational commitment on the performance of employees at PT. Citra Palu Minerals (CPM) in Poboya Village, Palu, Central Sulawesi. The research used a descriptive research type with a quantitative approach. The research sample used stratified random sampling. The type of data used in this research is quantitative which is collected through observation, questionnaires, and documentation then analyzed using multiple linear regressions. The results of the research show that the variables of motivation, compensation and organizational commitment influence the performance of employees at PT. Citra Palu Minerals (CPM) in the Poboya Village, Palu simultaneously or partially. The significance value in the simultaneous and partial test obtained is smaller than the value of the level of significance ($\alpha=0,05$).

Keywords: Compensation, Motivation, Organizational Commitment and Performance.

INTRODUCTION

PT. Citra Palu Minerals (CPM) is a subsidiary of PT. Bumi Resources Minerals Tbk. (BRMS) which is engaged in gold mining, currently PT. Citra Palu Mineral (CPM) is the owner of a gold mining contract of work in Poboya Village, Mantikulore Subdistrict, Palu City, officially managing the area through Decree of Ministry Energy and Mineral Resources (ESDM) No. 422.K/30.DJB/2017. The company, which has around 267 employees, is a gold mining company operating in Poboya Village, which has only been active since 2019.

Like other companies, to maintain their survival, this company depends on its human resources, namely employees. Relationships are mutually dependent and beneficial to both parties because companies need employees while employees need companies to fulfill their needs. This company has set a high standard of work for each division to increase the quantity and quality of their work. Employees are required to have high performance and ethos such as doing work in total, working according to deadlines, high discipline, and is required to have a high concentration to achieve targets according to standards set by the company.

Employee performance for PT. Citra Palu Mineral (CPM) is very important to improve the achievement of the company's goals because performance is the result achieved through a series of activities and certain procedures by using company resources to achieve the company's goals set. To find out the performance that has been achieved by employees, the company absolutely must carry out performance appraisals, namely by comparing the actual work results of employees with predetermined standards, and no less important is to make efforts to identify various factors that affect employee performance, such as compensation, motivation, and organizational commitment.

The definition of performance according to Mangkunegara (2009: 67) is "the results of work in quality and quantity achieved by an employee in carrying out their duties by the responsibilities given

to him". Furthermore, Prawirosentono (2009:2) states that "performance is the result of work achieved by an employee or group of employees in an organization, by their respective authorities and responsibilities, to achieve the goals of the organization concerned legally, not violating the law and by morals and ethics".

Abdullah (2014: 331), argues that "performance is the result of the work of the organization, which is carried out by employees as well as possible by the instructions (manual), the direction given by the leader (manager), the competence and ability of employees to develop reason at work.". Mangkuprawira and Hubeis as quoted by Wirawan (2009:5), said that "performance is the result of a certain planned work process at the time and place of the employee and the organization concerned. Meanwhile, Wiraawan said that performance is the output produced by the functions or indicators of a job or a profession within a certain time.

According to Bangun (2012:231), "Performance assessment is a process carried out by organizations to evaluate or assess the success of employees in carrying out their duties". Performance appraisal is intended to measure performance both individually and in groups of employees within the organization. Performance appraisals can provide important benefits for organizations whose performance is assessed, assessors, and of course the driving force of the organization, namely employees, where this assessment can be used as evaluation material for the organization before taking the next step in carrying out its roles and functions.

Dharma (2012:24), suggests that almost all performance measurements consider the following:

1. Quantity, relating to the amount that must be completed or achieved.
2. Quality, related to the quality produced in the form of work neatness and accuracy or the level of errors made by employees. Punctuality, whether or not it is by the planned time.

Employee performance improvement can be realized by providing maximum compensation and work attitudes, as well as other aspects that can affect performance. Sastrohadiwiryo (2003) states that compensation is a service fee or remuneration provided by the organization to workers because these workers have contributed energy and thoughts for the progress of the organization to achieve the goals that have been set.

According to Hasibuan (2009:118), "compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company". While Handoko (2012:155), argues that "compensation is everything that employees receive as compensation for their work".

Sikula (2007), suggests that "compensation is the process of administering wages or salaries (sometimes called compensation) involving consideration or a balance of calculations". Compensation includes direct cash payments, indirect payments in the form of employee benefits, and incentives to motivate employees to work hard to achieve high productivity. Wayne (2003), states "compensation is a form of cost that must be incurred by the company in the hope that the company will receive rewards in the form of work performance from employees".

The assessment indicators of compensation according to Michael and Harold (1993) are divided into three forms, namely:

1. Material compensation

Material compensation is compensation that is not only in the form of money, such as salaries, bonuses, and commissions, but all forms of physical reinforcers, such as parking facilities, telephones, and comfortable office space as well as various forms of benefits such as pensions, health insurance.

2. Social compensation

Social compensation relates to the need to interact with other people. The forms of compensation include status, recognition as an expert in their field, awards for achievements,

promotions, tenure security, recreation, formation of decision-making groups, and special groups formed to solve company problems.

3. Activity compensation

Activity compensation is compensation that can compensate for aspects of work that employees do not like by providing opportunities to carry out certain activities. The form of activity compensation can be in the form of power, delegation of authority, responsibility, participation in decision making, and training.

Success in determining appropriate compensation will determine the quality of human resources at work, which will directly relate to the effectiveness of employee goals and the efficiency of the organization's budget, and will determine how the organization survives in an increasingly competitive business environment. Adequate compensation will affect the performance displayed by employees. When compensation does not match the expectations of the employees, what happens is a subtle rejection to a hard rejection through demonstrations (Dwianto, 2019:210). In addition, the relationship between the provisions of compensation to performance is stated by Siagian (2011: 133), a good compensation system is a system that can ensure the satisfaction of members of the organization which in turn allows organizations to acquire and employ people who have positive attitudes and behaviors and work well, productive for the benefit of the organization to achieve its goals. From the observations made, it shows that the PT. Citra Palu Minerals (CPM) still does not pay attention to its employees who excel by providing bonuses that are considered by their achievements; even many employees who excel are not promoted to better positions, so this causes employees to be less motivated to show their quality of work.

According to Fattah (2008:99), "work motivation is a condition that has the effect of generating, directing and maintaining behavior related to the work environment". Furthermore, in his book Winardi (2007:211), states that work motivation is a potential force that exists within a human being, which can be developed by outside forces which essentially revolves around monetary rewards and non-monetary rewards that can affect the results of their overall performance, positive or negative, which depends on the situation and conditions faced by the person concerned

A person's behavior begins with a certain drive/motivation. It can be believed that basically, every human being has a motivation for work. Motivation is something in humans that give energy, which activates and moves towards behavior to achieve certain goals (Barnes, 2013). In addition, Daft (2012: 91), states that everyone who has high motivation will be motivated to work harder and full of enthusiasm because they see work not only as a source of income but to develop themselves and be devoted to others. Therefore, motivation is important as a person's encouragement in producing work both for himself and for the company. Thus, motivation refers to a good drive from within or from outside a person that drives the individual's desire to carry out activities to achieve goals.

Motivation becomes the encouragement in directing individuals who stimulate individual and organizational behavior to take action in achieving the expected goals. Based on some of the definitions put forward by the experts above, it can be formulated that motivation is the driving force that evokes and directs behavior in action or job. Someone who has high motivation will work hard, diligently, happily, and with high dedication so that the results are by the goals to be achieved.

Additionally, according to Notoatmodjo (2009:116-117), in the world of work or organizations, achievement motives are shown or manifested in work behavior or high performance, always want to work better than before or better than others and can overcome problems, work problems encountered. In detail, the reflection of achievement motives in the world of work is as follows:

- 1) Dare to take personal responsibility for his actions.
- 2) Always seek feedback on decisions or actions related to their duties.

- 3) Always trying to carry out his work or duties in new or innovative and creative ways.
- 4) Always not or not satisfied with every work or task achievement, and so on.

In addition, motivation can also affect the level of performance of an employee, according to Winardi (2007:2), someone who is motivated is someone who makes substantial efforts to support the production goals of his work unit and the organization in which he works. An unmotivated person only puts minimum effort in terms of work. And an employee will excel when his performance is appreciated, on the contrary, if his efforts are not appreciated then he will not strive to excel (Harahap, 2005: 180). Observations show that in carrying out their duties and responsibilities, there are employees of PT. Citra Palu Mineral (CPM) who are still less motivated in carrying out their duties, for example, when there are difficult tasks, employees who do not dare to carry it out, some are even less optimistic in doing various difficult tasks, and problems. Another is that their inability to innovate makes it difficult for them to solve problems when there are obstacles in carrying out their duties; of course, some of these problems greatly affect their work performance.

Then apart from that, the third factor that supports human resources to have good quality and performance is the commitment of the employees concerned to the company where they are located. Organizational commitment is an emotional bond between employees and the organization that arises because of trust, the willingness to achieve a goal and the desire to maintain membership as part of the organization and this is what makes employees stay in an organization both in pleasant conditions and not. The strong commitment of employees to the company also determines how the nature and behavior of the employee while in the company. Organizational commitment encourages employees to keep their jobs and show the results they should.

According to Moorhead and Griffin (2013:134) "organizational commitment is an attitude that reflects the extent to which an individual recognizes and is bound to his organization". An individual who is highly committed is likely to see himself as a true member of the organization. Organizational commitment according to Robbins and Judge (2011: 41), is "a condition where an employee sided with a particular organization with its goals and intends to maintain its membership in that organization". According to Luthans (2012:82) "organizational commitment is an attitude that reflects employee loyalty to the organization and a continuous process in which organizational members express their concern for the organization and its success and continuous progress".

According to Robbins (2008) states that there are 3 kinds of dimensions of organizational commitment, namely:

a. Affective Commitment

Affective Commitment i.e. emotional feelings for the organization and belief in its values.

b. Normative Commitment

Normative commitment is a feeling of obligation to remain in the organization because it must be so; the action is the right thing to do.

c. Continuance Commitment

Continuance commitment is the perceived economic value of staying in an organization when compared to leaving the organization.

Employees who have a high commitment to the company tend to show good quality, more totality at work and the turnover rate for the company is low. Furthermore, Allen and Meyer (1990), said the high and low level of organizational commitment possessed by employees greatly affects how the employee's performance is. Observations show that there are still employees of PT. Citra Palu Mineral (CPM) lacks commitment, this is indicated by the presence of employees who always intend to leave the company, and other things are also shown by the lack of respect for the company, where the employee provides inaccurate information about the company.

To prove the three theories above, the researchers conducted a study entitled "The Influence of Compensation, Motivation and Organizational Commitment on the Performance of Employee at PT. Citra Palu Minerals in Poboya Village, Palu".

METHOD

This research used a descriptive research type with a quantitative approach. According to Sugiyono (2014: 238), "descriptive statistics are statistics used to analyze data by describing or data that has been collected as it is without intending to make conclusions that apply to the public or generalizations.

The population was all employees at PT. Citra Palu Minerals (CPM) totaled 267 employees and narrow the population by calculating the sample size using the Slovin technique, to obtain a total sample of 73 employees. In this research, researchers used stratified random sampling. According to Prasetyo and Jannah (2005:130) "stratified sampling, is a way of sampling for a population that has heterogeneous characteristics or characteristics that the population has varied". Based on this understanding, it can be concluded that stratified random sampling is a sampling technique in heterogeneous and stratified populations by taking samples from each sub-population whose number is adjusted to the number of members from each sub-population randomly or haphazardly.

In collecting data, the researcher used observation, questionnaires, and documentation. The analyzed used the technique as follow:

1) Descriptive Data Analysis

Descriptive percentage analysis is used to describe the data in this research.

2) Multiple Linear Regression Analysis

Regression analysis is a study of the dependence of the dependent variable with one or more independent variables (explanatory/independent variables) used to test the selected hypothesis. According to Sugiyono (2014: 277), the specified multiple linear regression equation is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon$$

It is interpreted:

Y = Performance

α = Constant

X₁ = Compensation

X₂ = Motivation

X₃ = Organizational Commitment

B₀ = Constant, is the dependent value which in this case is Y when the independent variable is 0 (X₁ and X₂ = 0).

B_i = Multiple regression coefficients, independent variable (X) to the dependent variable (Y), if the other independent variables are considered constant.

ε = Confounding factors outside the model

RESULTS AND DISCUSSION

Result

Description of Research Variables

1. Compensation Variable (X₁)

Based on the results of the recapitulation of the frequency distribution of respondents' answers to the compensation variable (X₁) which consists of 9 (nine) indicators, the researchers obtained data with the highest mean on the indicator "getting praise from superiors and coworkers" by having mean

of 3.60 which categorized as high. Meanwhile, there is also an indicator with the lowest mean, the indicator is "the company gives bonuses to employees if they excel or work above a predetermined standard", with a mean of 2.93 which is categorized as moderated. Meanwhile, overall on this variable obtained an average value of 3.28, it means that the compensation variable (X1) is in the interval 2.61 - 3.40 which is categorized as moderated.

2. Motivation Variable (X2)

Based on the results of the recapitulation of the frequency distribution of respondents' answers on the motivation variable (X2) which consists of 8 (eight) indicators, the researchers obtained data with the highest mean on the "expects praise" indicator, with a mean of 3.48 which categorized as high. Meanwhile, there is also an indicator with the lowest mean, the indicator is "dare to submit to a particular task", with a mean of 3.12 which is categorized as moderated. Meanwhile, overall on this variable obtained an average value of 3.34, it means that the motivation variable (X2) is in the interval 2.61 – 3.40 which is categorized as moderated.

3. Organizational Commitment Variable (X3)

Based on the results of the recapitulation of the frequency distribution of respondents' answers on the organizational commitment variable (X3) which consists of 9 (nine) indicators, the researchers obtained data with the highest mean on the indicator "staying in the company is a necessity", by having mean of 3.48 which categorized as high. Meanwhile, there are also indicators with the lowest mean, the indicator is "proud of the company to others", with a mean of 2.93 which is categorized as moderated. Meanwhile, overall on this variable obtained an average value of 3.39, it means that the organizational commitment variable (X3) is in the interval 2.61 – 3.40 which is categorized as moderated.

4. Performance Variable (Y)

Based on the results of the recapitulation of the frequency distribution of respondents' answers on the performance variable (Y) which consists of 9 (nine) indicators, the researchers obtained data with the highest mean on the indicator "always set targets at work", with a mean of 3.51 which categorized as high. Meanwhile, there is also an indicator with the lowest mean, the indicator is "never late to come to work", with a mean of 3.26 which is categorized as moderated. Meanwhile, overall on this variable obtained an average value of 3.37, which means that the performance variable (Y) is in the interval 2.61 – 3.40 which is categorized as moderated.

Multiple Linear Regression Test

Multiple linear regression analysis is used to analyze the influence of independent variables consisting of compensation (X1), motivation (X2), and organizational commitment (X3) on the performance (Y) of the employee as the dependent variable. The results of the regression analysis can be seen in the following description:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon$$

$$Y = 3,353 + 0,368 X_1 + 0,208 X_2 + 0,351 X_3 + \varepsilon$$

From the description above, it shows that the independent variables analyzed are compensation (X1), motivation (X2), and organizational commitment (X3) on the performance (Y) of employees. A more detailed explanation of the form of the equation can be seen below:

1. The constant of 3.353 indicates that the constant value is negative. This means that if the variable score of compensation, motivation, and organizational commitment is considered non-existent or equal to zero, then the employee's performance has a value of 3.353.

2. The regression coefficient of the compensation variable of 0.368 indicates that the coefficient of the compensation variable is positive. This means that if the compensation variable is increased by 1 unit, the performance variable will increase by 0.368. If the compensation is carried out properly, it could be the performance of employees at PT. Citra Palu Minerals (CPM) in Poboya Palu Village, Central Sulawesi will increase.
3. The regression coefficient of the motivation variable of 0.208 indicates that the coefficient of the motivation variable is positive. This means that if the motivation variable is increased by 1 unit, then the performance variable has increased by 0.208. If employee motivation increases, their performance will increase. Vice versa, the lower the motivation, the lower the performance of employees at PT. Citra Palu Minerals (CPM) in Poboya Village, Palu, Central Sulawesi.

The organizational commitment variable regression coefficient of 0.351 indicates that the organizational commitment variable coefficient is positive. This means that if the organizational commitment variable is increased by 1 unit, then the performance variable has increased by 0.351. If organizational commitment increases, their performance will increase. On the other hand, the lower the organizational commitment, the lower the performance of employees at PT. Citra Palu Minerals (CPM) in Poboya Village, Palu, Central Sulawesi.

Results of the simultaneous influence Test (F Test)

To test the extent of the influence simultaneously or jointly between the independent variables consisting of compensation (X1), motivation (X2), and organizational commitment (X3) on employee performance (Y), it will be tested using the F test or simultaneous test.

Table 1
The influence simultaneously Test (F Test)

Model	Sum of Squares	df	F	Sig.
1 Regression	276,265	3	29,420	.000 ^b
Residual	215,982	69		
Total	492,247	72		

Testing the influence of independent variables together on the dependent variable using the F test. The results of statistical calculations show the calculated F value = 29.420 > F table (2.73) at the 95% confidence level ($\alpha = 0.05$), and the above results show that the Fig value is 0.000. So that this significance value is smaller than the level of significance ($\alpha = 0.05$), it is thus proven that all independent variables in this case that are observed simultaneously have a significant influence on the dependent variable, in this case, are compensation (X1), motivation (X2), and organizational commitment (X3) affects employee performance (Y).

Results of the partially influence test (t-Test)

To find out the extent to which the influence of each variable compensation (X1), motivation (X2), and organizational commitment (X3) partially influence employee performance (Y), the t-test is used.

Table 2. Partially Influence Test (t-test)

Model	Unstandardized Coefficients		t	Sig.
	B	Std. Error		
1 (Constant)	3,353	3,002	1,117	0,268
Compensation	0,368	0,110	3,338	0,001
Motivation	0,208	0,084	2,470	0,016
Commitment				
Organizational	0,351	0,094	3,749	0,000

The results of the partial test are as follows:

1. In the compensation variable (X1), a significance value is 0.001, this value is considered smaller than the level of significance ($\alpha = 0.05$). It means that compensation (X1) partially influences the dependent variable of employee performance (Y).
2. In the motivation variable (X2), a significance value is 0.016 this value is considered smaller than the level of significance ($\alpha = 0.05$). It means that motivation (X2) partially influences the dependent variable of employee performance (Y).
3. In the organizational commitment variable (X3), a significance value is 0.000, this value is considered smaller than the level of significance ($\alpha = 0.05$). It means that organizational commitment (X3) partially influences the dependent variable of employee performance (Y).

Results of Coefficient of Determination Test (R²)

The coefficient of determination (R²) is basically to calculate the magnitude of the influence between the X variable (compensation, motivation, and organizational commitment) on the Y variable (employee performance), by squaring the specified coefficient, so the coefficient of determination is as follows:

Table 3. Coefficient of Determinants (R Square)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.749 ^a	0,561	0,542	1,769

$$\begin{aligned}
 Kd &= r^2 \times 100\% \\
 &= (0,561)^2 \times 100\% \\
 &= 0,314721 \times 100\% \\
 &= 31,47\%
 \end{aligned}$$

The determinant coefficient (R²) measures how far the model's ability to explain the dependent variable is. The results of the SPSS output in the table above show that the R square is 0.561. This shows that the influence of the variable compensation (X1), motivation (X2), and organizational commitment (X3) on employee performance (Y) influences with a value of 31.47%, while the remaining 68.53% is influenced by other factors.

Discussion

Research on the influence of compensation, motivation, and organizational commitment on employee performance at PT. Citra Palu Minerals (CPM) in Poboya Village, Palu, Central Sulawesi, can be discussed as follows:

- a. Compensation, motivation and organizational commitment simultaneously influence the performance of employees of PT. Citra Palu Minerals.

The results show that simultaneously the variables of compensation, motivation, and organizational commitment influence the performance of employees at PT. Citra Palu Minerals (CPM) in Poboya Village, Palu, Central Sulawesi. This indicates that simultaneously the existence of these four variables can have a significant influence on the performance of the employees at PT. Citra Palu Minerals (CPM), and these results show that the percentage of the influence of the three variables is 31.47%, while the remaining 68.53% is influenced by other factors.

- b. The influence of compensation on the performance of employees at PT. Citra Palu Minerals (CPM),

Compensation is a meaningful aspect for employees at PT. Citra Palu Minerals (CPM), because for them the amount of compensation reflects the size of their performance value, and the importance of compensation but there is an allegation, injustice, in providing wages or salaries, is a source of employee dissatisfaction with compensation which in the end can lead to disputes and is very low. The results show that companies still tend to pay less attention to compensation in the form of bonuses for their employees who have good work performance, so this needs to be considered by the company so that these employees can maintain their performance because through the maximum performance they hope to get rewards or compensation in the form of additional bonuses from their wages which will be used to meet their daily needs. Because human needs vary and differ from one another. This can be interpreted if the needs of employees in a company can be met, they will support and improve their performance, of course, this is also related to the effect of compensation provided by the company on the performance of employees, which is also proven from the results of this research which shows that compensation partially significant influence on employee performance.

As a company that pays attention to the performance of its employees, it is appropriate that there is appropriate compensation given by PT. Citra Palu Minerals (CPM) towards its employees to motivate and encourage their performance so that they can work professionally. This is done to develop the company's activities to run according to what is expected, and of course, this compensation develops employee competencies and also meets their needs, this also shows that the company has concern for its employees.

- c. The influence of motivation on the performance of employees at PT. Citra Palu Minerals.

Motivation is an important factor that encourages someone to do a certain activity. Therefore, motivation is often interpreted as a driving factor for one's behavior. Every activity is carried out by someone to carry out a certain activity according to (Sutrisno, 2011).

Motivation is the basic drive that moves someone or the desire to devote all energy because of a goal. As stated by Mangkunegara (2009) motivation is a condition or energy that moves employees to be directed or focused on achieving company goals. It is the positive mental attitude of employees towards the work situation that strengthens their work motivation to achieve maximum performance. Motivation arises from within humans because of the encouragement by the existence of an element of a goal. This goal is related to needs, it can be said that there will be no motivation if there is no perceived need.

Having motivation will encourage the employees at PT. Citra Palu Minerals is active in completing various tasks according to their responsibilities. A motivated employee will have job satisfaction and high performance and have a strong desire to succeed. The results of the research indicate that the employees at PT. Citra Palu Minerals lacks work motivation to dare to face special tasks and which of course have a high level of difficulty, for this reason, it takes the company's efforts to be able to encourage its employees to be more enthusiastic in facing their duties and responsibilities which is realized by moving energy and thoughts in realizing company goals. If this need is met, then satisfaction and smoothness will arise for improving employee performance.

The presence of motivation will stimulate employees to mobilize their abilities so that they can show maximum performance. The results of this research indicate that motivation partially influences employee performance. Of course, motivation is very important in encouraging the improvement of the work quality of the employees at PT. Citra Palu Minerals, because with the work motivation of each employee, it will encourage them to be serious in carrying out their

duties and responsibilities, those who are motivated will dare to take on complex and challenging jobs, always at the forefront of showing quality work in front of them. their superiors, so that this aspect can directly encourage the improvement of the performance of these employees.

- d. The influence of organizational commitment on the performance of employees at PT. Citra Palu Minerals.

Organizational commitment is an employee's condition related to belief, trust, and a strong acceptance of the goals and values of the organization or company where work, besides organizational commitment also describes a strong willingness by employees to work for the organization and to what extent they still want to be a member of the organization or company. This view is emphasized by Colquitt, Lepine, and Wesson in Kharis (2015) that organizational commitment is the desire of some workers to remain members of the organization. Thus, organizational commitment affects whether an employee remains as a member of the organization (retained) or leaves to pursue another job (turnover).

This means commitment is an attitude that reflects employee loyalty to the organization and is an ongoing process through which organizational participants express their concern for the organization and its continued success and prosperity. In line with this, Kaswan (2012) states that organizational commitment is defined as an attitude that reflects employee loyalty to the organization and a continuous process in which organizational members express their concern for the organization and its success and continuous progress.

To be able to achieve the goal, companies such as PT. Citra Palu Minerals requires employees who are highly committed because at this time one's commitment to an organization or company has become a very important issue in the world of work. This is so important that some organizations require an element of commitment as one of the requirements to hold a position or position offered in advertisements. Unfortunately, although this is very common, it is not uncommon for employees who still do not understand the meaning of commitment seriously, even though this understanding is very important to create conducive working conditions so that the company can run efficiently and effectively.

The results of the research indicate that the employees at PT. Citra Palu Minerals cannot be loyal to the company, they tend to have less respect for the company they work for, this can be seen from their behavior that does not express their pride as part of the company. For this reason, the company needs to overcome this problem with various efforts, starting from paying attention to employees, providing comfort for employees in carrying out their duties, and no less important is the attitude of the company management to have more respect and build a good image in the eyes of employees so that employees will have a positive attitude towards the company and automatically their commitment is formed, because high organizational commitment will have a positive influence on employees, namely creating job satisfaction, morale, and good work performance and the desire to keep working at the company.

CONCLUSION

Based on the research results that have been described previously, it can be concluded that:

1. Simultaneously, the variables of compensation, motivation and organizational commitment influence the performance of employees at PT. Citra Palu Minerals (CPM) in Poboya Village, Palu, Central Sulawesi..
2. Partially the compensation variable influences the performance of employees at PT. Citra Palu Minerals (CPM) in Poboya Village, Palu, Central Sulawesi.

3. Partially the work motivation variable influences the performance of employees at PT. Citra Palu Minerals (CPM) in Poboya Village, Palu, Central Sulawesi.
Partially the organizational commitment variable influences the performance of employees at PT. Citra Palu Minerals (CPM) in Poboya Village, Palu, Central Sulawesi

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