

ABSTRAK

Objek penelitian ini adalah perusahaan BUMN yaitu PT. Dok dan Perkapalan Surabaya yang merupakan BUMN non manufaktur yang bergerak dibidang jasa pembangunan kapal baru dan reparasi.

Jenis penelitian yang digunakan adalah penelitian kuantitatif dengan teknik pengumpulan *sampling jenuh*. Populasi yang digunakan adalah seluruh karyawan PT. Dok dan Perkapalan Surabaya sebanyak 80 karyawan. Pengumpulan data yang dilakukan dengan menyebarkan kuesioner kepada responden. Teknik analisis jalur.

Hasil dari pengujian menunjukkan bahwa kompensasi dan lingkungan kerja berpengaruh signifikan terhadap komitmen, kompensasi dan lingkungan kerja berpengaruh terhadap kinerja karyawan, komitmen organisasi berpengaruh signifikan terhadap kinerja karyawan, kompensasi di mediasi komitmen organisasi pada PT Dok dan Perkapalan Surabaya berpengaruh secara langsung terhadap pengaruh kompensasi, dan lingkungan kerja dimediasi komitmen organisasi pada PT Dok dan perkapalan Surabaya berpengaruh secara tidak langsung terhadap kompensasi.

Kata kunci: Komitmen organisasi, Lingkungan kerja, Kompensasi, Kinerja karyawan.

ABSTRACT

The research object was State-Owned Enterprises, namely PT. Dok and Shipping Surabaya. This was a non-manufacturing State-Owned Enterprise that engaged in the new and reparation shipping development.

The research was quantitative. Moreover, the data collection technique used saturated sampling. The population was all employees at PT. Dok and Shipping Surabaya consisted of 80 people. Furthermore, the instrument of the data collection technique was a questionnaire. The questionnaire was distributed to the respondents. Additionally, the data analysis technique used path analysis.

The result indicated that both compensation and work environment had a significant effect on the employees' commitment. In addition, compensation as well as the work environment affected the employees' performance. Likely the organizational commitment had a significant effect on the employees' performance. The compensation which was mediated by organizational commitment at PT. Dok and Perkapalan Surabaya had a direct effect on compensation. While the work environment which was mediated by organizational commitment at PT. Dok and Perkapalan Surabaya had an indirect impact on compensation.

Keywords: *Organizational Commitment, Work Environment, Compensation, Employees' Performance*