RELATIONSHIP WORK MOTIVATION, COMPENSATION, AND COMMITMENT TO THE PERFORMANCE OF EMPLOYEES IN WAREHOUSE SURYAJAYA TEKNOTAMA JATIASIH BRANCH OFFICE AND HEAD SOUTH JAKARTA KEMANG

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Abstract

Lack of work ethic and discipline in the middle - the middle of the company's human resources is also an obstacle. In fact, HR often work does not mean - indeed in the works and violate discipline. This is how HR often in the process of doing the work assigned to it requires considerable time, and the results are entered into a category that does not comply with the minimum standards of the company.

This study aims to determine the relationship between motivation, compensation and commitment to employee performance at PT Suryajaya Teknotama. Samples were employees at PT Suryajaya Teknotama as many as 90 samples. The sampling technique used random sampling and analysis of data by multiple linear regression.The results showed that there is a very strong positive relationship between Work Motivation, Compensation, and Commitment to Performance at PT Suryajaya Teknotama.

Introduction

PT Suryajaya Teknotama (SJA) is a company established by the end of 2001. PT Suryajaya Teknotama is a company engaged in telecommunications and has committed to support the development of mobile telecommunications business in Indonesia. In this case, PT Suryajaya Teknotama (SJA) acting as a contractor for the installation of BTS device communications provider in Indonesia. Along with the development of mobile telecommunications business climate in Indonesia, PT Suryajaya Teknotama has been progressing rapidly and is able to provide the best for consumers. Starting as a general trading company to change and evolve to become a service-based supply chain management solutions for wireless and mobile systems. Currently, the company's focus has expanded to include the Coverage Enhancement RF, Microwave Link, Electrical Power (BTS Rectifier Power Supply). The company has a commitment to its customers to offer more intelligent telecommunications services and flexible business that will increase competition either locally or internationally.

Looking at the business sector which is run by PT Suryajaya Teknotama, companies playing a supporting role in the service of the mobile telecommunications business in Indonesia. PT Suryajaya Teknotama thus seeks to emerge as a leading distributor and provider of RF system solutions for the consumer. Products or services and the services provided by PT Suryajaya Teknotama form of Base Station Antenna, Repeater (RF Enhancer), Passive Components, Microwave Radio System, Feeder, Connector, Supporting ancillaries.

See company profile of PT Suryajaya Teknotama, it was obvious the company been in business a strong and close to the technological and technical nuances. As a growing company and have a business sector that has been described previously, PT Suryajaya Teknotama equipped and manned by HR with various levels of education, skills and experience vary. Each - each SDM has the duty and function of each - each in support of the company's

performance as well as the organizational structure of the company (PT Suryajaya Teknotama). Each duty and responsibilities mandated by the company with them must have the pressure and challenge for HR related. In accordance with these conditions then held a case study on how the effectiveness of HR performance at PT Suryajaya Teknotama. It is associated with or seen from the relationship between work motivation, compensation, and human resource commitments in order to function professionally in the company in the form of HR performance. The object to be examined is whether the SDM PT Suryajaya Teknotama an appropriate human resources with tasks and responsibilities. Closely with the work provided by the HR in the form of performance with the company.

In the internal sector, there are several problems that must be faced by the company. The problem is what will be the background of the problems in the present study. The problems that arise in this sector is how PT Suryajaya Teknotama manage and organize both internal sector HR sector and sector-related sectors. Specifically, the problems that will be the object of the present study is the problems arising from the HR sector.

In the work, an employee must have a high motivation so that they can work wholeheartedly without any pressure and coercion. By having one's motivation will mean - indeed in the works. As stated by Hasibuan (2009: 141) motivation is the cause, distribute, and support people, so willing to work diligently and enthusiastically to achieve optimal results. Meanwhile, work motivation itself is a term used to refer to a person's motivation in the work environment. In general, so it can be defined motivation to work is a boost in a person to behave in dealing with the work environment. But every so often one's level of motivation in working low that they are not able to give the best results with a company that has been mandated jobs to them. It certainly will affect the work provided by the employee with the company and affects less to the company's objectives desired by the company.

By the time an employee worked one had hoped for is to get feedback from the company. Reciprocity is the compensation granted as a favor to him. But the reality is often the compensation given by the company felt still a less appropriate portion of the type of work that employees get. As stated by Tunas (2009: 66) compensation obtained by the SDM is divided into two, namely the financial and non-financial nature. According to the same reference nature of financial compensation is divided become two that are directly such as wages, salaries, commissions, and bonuses. While that is indirect eg health insurance, life, accident; allowances and other-other. And non-financial compensation is in the form of jobs, for example, giving the task interesting, challenging, full of responsibility, and others - others. But in fact, often financial and non-financial compensation earned by employees still do not feel satisfied by employees. Of its employees are not satisfied with the compensation given by the company to him, it will affect the results of the work they provide to the company.

In the work of human resources must also provide forms and concrete manifestation of his commitment to the company. The commitment here is a concrete manifestation of human resources in fulfilling the responsibilities given by the company to him. The reality is the poor form of real responsibility as an expression of commitment to the company's human resources. So often the responsibilities are given to the neglected and not manifested in the process and the work that the employees provide.

In carrying out its business functions require a firm deadline on the work performed by the company or a joint project company with another company, often the time required to complete the related work takes a long time or delayed from time and maturity that has been agreed upon. It is caused by a lack of experts in the field and the lack of a sense of responsibility to finish the job of human resources provided by the company in accordance with the time given by the company.

Lack of work ethic and discipline in the middle - the middle of the company's human resources is also an obstacle. In fact, HR often work does not mean - indeed in the works and violate discipline. This is how HR often in

the process of doing the work assigned to it requires considerable time, and the results are entered into a category that does not comply with the minimum standards of the company.

With some of the problems that arise in the HR, the sector will certainly be a lot of things that can provide a benchmark for assessment have been precise is human resources motivation in its work, the compensation obtained, as well as a good commitment to provide HR performance in PT Suryajaya Teknotama. Thus, the study will examine the relationship between work motivation, compensation and human resource commitment to the performance at PT Suryajaya Teknotama.

Literature Review
1. *Performance*

According to Rothwell and Kazanas (2003: 112), the performance itself is a form of work given by the company's human resources so it can be used as a benchmark by the company to implement career development, job title, awards and the level of compensation to be given by the company.

According to Martin (2006: 151) is a form of key performance given by the company's human resources in order to achieve corporate objectives in a professional and qualified with time and operational costs incurred by the company

Meanwhile, according to Yorder (1981: 40) performance is a form of achievement awarded by HR that have eligibility to serve as a benchmark by the company to provide more rewards associated with human resources.

In a further understanding of performance is a form of representation in the structure of the work that is realized by the employee, or in this case is a human resources company with the purpose of assuming the company can maximize this potential to be used in carrying out the functions of their business in a professional manner. Through this performance instruments the future survival or career employees may be considered whether the employee will be promoted, transferred, and others - others. This must be preceded by seeing the performance they generate.

According to Tunas (2009: 64), there are several factors that affect the performance of which can be described as the following:

- *Target*
  To the provision of a clear goal of what is expected by the organization to achieve
- *Standard*
  What size is that someone has managed to achieve the desired goals by the organization
- *Feedback*
  Information with activities related to efforts to achieve the goals according to standards that have been determined
- *chance*
  Give the person a chance to perform their duties to achieve these objectives
- *Means*
  Provide the necessary means to endorse execution of their duties
- *Competence*
  Give effective training, which is not just to learn about something but learning how to do something
- *Motivation*

Must be able to answer the question "why do I have to do this job? "

According to Greener (2010: 40) traits - traits that indicate a person has good performance is someone who has the skills, expertise, to be efficient, to be effective, and given satisfactory results as desired by the company in an environment where she worked.

2. *Motivation*

According to Flippo on Hasibuan (2009: 143), motivation is a skill in directing employees and organizations in order to work successfully, so that the wishes of the employee and organizational goals once achieved.

Meanwhile, according to Hasibuan (2009: 144), motivation is generally defined as the initiation and directing the behavior and learning motivation is actually a lesson in behavior.

According to Hasibuan (2009: 141) motivation is derived from the Latin meaning encouragement and the motivation of management are more likely to HR and subordinates

As stated by Saydam (1996: 370) the factors that influence motivation is divided into two (2) are as follows:

- Internal factors (contained in the employee's own self)
  - personal maturity
  - Level of education
  - Personal desires and expectations
  - Needs
  - Fatigue and boredom
  - Job satisfaction
- External factors (derived from outside employees)
  - Pleasant working environment
  - Adequate compensation
  - Good supervision

According to that proposed by Senyucel (2009: 67), someone who has a good motivation to work is great enthusiasm, the confidence is good, appear as a good example to others, and have good discipline in the work environment.

3. *Compensation*

According to The ATG Educational institutions (2008: 9) in the United Kingdom, compensation is a form of reward has been adjusted by the standard of the company based on the load and responsibility that is charged with the job of HR related. By its very nature must be consistent, transparent, and fair with the quality of work and results that have been granted by the Human Resources and represents one of the maintenance of good relations between the company's human resources.

As noted by other experts that Werther and Davis (1982: 119) compensation is what is received by a worker in reply forms of work that it provides.

Meanwhile, according to Flippo (1984: 212) or wage compensation is a form of remuneration that is fair and decent given to workers for services - work services in achieving goals of the organization or company.

To be more specific compensation referred to in the present study is the compensation that includes objectives to be obtained by the compensation of employees. The objective of the compensation is that has a direct relationship with employees. According to Hasibuan (1996: 241) The objective of this provision the following compensation

- A guaranteed source of income employees and their families
- Improving employee performance
- Increasing self-esteem of employees

- Deepen the working relationship between employees and companies
- Preventing employee leaves the company
- Improving labor discipline

With the above description then the compensation will be used as a variable in the present study is the compensation that provides employee satisfaction in terms of material and non-material so that it will encourage employees to work well and mean-really (Mathis and Jackson, 2009: 417).

As stated by Hasibuan (2009: 127-129), there are several factors that affect the compensation received by employees. Factors-these factors are as follows:

- Supply and demand of labor
  If jobseekers (supply) more than the job (request) compensation is relatively small. Conversely, if a little job seeker than jobs, the relatively greater compensation
- The ability and willingness of the company
  If the company's ability and willingness to pay, the better the level of compensation will be even greater. But conversely, if the ability and willingness of the company to pay less then the level of compensation is relatively small
- Labor/employee organizations
  If the union is strong and affects the level of compensation increases. Conversely, if the union is not strong and the less influence the level of compensation is relatively small
- Employee productivity
  If the employee productivity is good and a lot of the compensation will be even greater. Conversely if the poor work productivity as well as a bit of the small compensation
- Government and laws - laws
  Government by-laws - laws and presidential decrees set the limit of wage / minimum remuneration. This regulation is very important so that employers are not arbitrary - arbitrary determine the amount of remuneration for employees. The government is obliged to protect the public from acts of ill-treatment
- Living costs/cost of living
  If the cost of living in the area were higher then the level of compensation/salary increases. Conversely, if the cost of living in that area is low, the level of compensation/reward relatively small. As the wage rate in Jakarta is greater than in Singapore because the cost of living in Jakarta is greater than in Bandung
- Employee positions
  Employees who occupy higher positions will receive a salary/compensation greater. Instead of employees who occupy positions of lower will receive salary/compensation is small. It is reasonable for someone who has the authority and responsibility of the overwhelming need to get a salary/compensation also increase further
- Education and experience of employees
  If the higher education and work experience longer then the salary/reply services will be even greater because of the skills and better their skills. Conversely, employees with low education and work experience that is less than the rate of salary/compensation small
- The condition of the national economy
  The condition of the national economy is being developed (Boom) then the level of wages/compensation will be even greater because it will be close to full employment. Conversely, if the economic conditions are less developed (depression) then the lower wage level, because there are a lot of unemployed (unemployment disqueshed)

- The type and nature of work
  If the type and nature of work hard and have the risk (financial, safety) which is greater then the level of wages/reply services the greater because it requires skill and precision to do it. But if the type and nature of the work are easy and risk (financial, accident) is small, the level of wages/reply services is relatively low.

4. Commitment

According to Senyucel (2009: 32) a commitment here is also a form and shape fidelity of human resources in the form of performance effectiveness or performance, this can be seen through absenteeism and contact emotionally between HR organization or company they work given as a form of work that can be making the company felt the impact in a positive way.

Meanwhile, according to Mathis and Jackson (2009: 90) the commitment is the degree to which one of the parties of the two parties that have relationships professionally or in cooperation have a sense of trust with the other party in achieving its objectives, and the two sides eventually decided to retain those relationships in order to achieve the same purpose the next or upcoming destinations.

Rothwell (2010: 35) the commitment is morally forms of relationships between human resources and the organization to provide a mutually beneficial relationship in order to achieve its objectives, the shape is more likely as a moral responsibility to what is mandated from one party to the other.

By looking at some of the opinions of experts above, there are several instruments associated with commitment. The instrument will be explained as follows:

According to Mathis and Jackson (2009: 88) factors that affect the commitment is related to employee satisfaction, responsibilities, and rights acquired by employees in helping the company or organization in achieving its goals

So that the level of employee satisfaction in the work, as well as the responsibilities and rights, received, could affect the loyalty and loyalty to the organization in the form of commitment.The higher the level of employee satisfaction, as well as the responsibilities and rights that will create a more adequate moral demand for employees to remain in the company and perform its functions in a professional manner.

Research Methods

1. Objects and Methods

The research method employed is to use qualitative methods by presenting the questionnaire and a summary in the form of survey results in tabular form and sampling. Through these methods and techniques can be described conditions of employees at PT Suryajaya Teknotama and what the obstacles or problems and what the value is in the middle - the middle of tablespoons in carrying out its functions in a professional responsibility to the company in terms of performance. This can be done with the results of the analysis with the variables - variables that have a relationship to performance, by looking at the variables - variables such as motivation, compensation, and commitment.

2. Population and Sample

Population

According to Sugiyono (2009: 80) population is a generalization which consists of object or subject that has certain qualities and characteristics defined by the researchers to learn and then drawn conclusions

In accordance with that will be examined in the course of a study this time is the relationship between work motivation, compensation and commitment to employee performance at PT Suryajaya Teknotama it will be used for technical or random sample method to determine the amount of the population to be studied or analyzed.

Based on population distribution table above, the total population will be sampled can be calculated by using the formula Slovin (Greener, 2008: 51) of 90 samples or respondent.

3.Techniques of Data Collection

Data collection techniques used in this study can use the questionnaire is an instrument to obtain data submitted in the form of a question - written questions to the respondent or a sample of the population are used as the target or targets of the investigation. Question - The written questions submitted by using the existing scale, and the respondents chose the answer or alternative answers approaching actual conditions.

4. Data Processing Techniques

Based on the above data collection techniques, the results of questionnaire data obtained will be directly processed or processed by SPSS (Statistical Package for the Social Science), which is a calculation tool or instrument to see the shape calculation according to the research conducted.

Results and Discussion

1). Variable Linear Regression Analysis Between Work Motivation (X1) With Performance Variable (Y)

Table 1. Coefficients

Model		B	Std. Error	beta	t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
1	(Constant)	51 463	8833		5826	.000
	Motivation	.636	.073	.678	8656	.000
a. Dependent Variable: Performance						

Based on the conclusions from the table above, obtained a regression model between the variables of work motivation (X1) with a performance variable (Y) is as follows:

Y = a + b1x1
Y = 51.463 + 0,636X1

Table 2. Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.678a	.460	.454	6.03496
a. Predictors: (Constant), Motivation				
b. Dependent Variable: Performance				

Based on the conclusions from the table above, the obtained value of the strength of the correlation (R) that is equal to 0.678, which showed higher levels of relationship between the two variables are related to strong. And variable work motivation (X1) has a relationship (R2) as a percentage of the performance variable (Y) by 46%.

2). Linear Regression Analysis Between Variable Compensation (X2) With Performance Variable (Y)

Table 3. Coefficients						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	beta	t	Sig.
1	(Constant)	63 268	9494		6664	.000
	Compensation	537	.079	.587	6808	.000
a. Dependent Variable: Performance						

Based on the conclusions from the table above, obtained a regression model between variable compensation (X2) with a performance variable (Y) is as follows:

Y = a + b2X2
Y = 63.268 + 0,537X2

Table 4.Model Summary				
Model	R	R Square	adjusted R Square	Std. error ofthe Estimate
1	.587a	.345	.338	6.64606
a. Predictors: (Constant), Compensation				
b. Dependent Variable: Performance				

Based on the conclusiones from the table above, the obtained value of the strength of the correlation (R) that is equal to 0.587, which showed higher levels of relationship between the two variables are related to moderate. And variable compensation (X2) have a relationship (R2) as a porcentaje of the performance variable (Y) of 34.5%.

3). Variable Linear Regression Analysis Between Commitment (X3) With Performance Variable (Y)

Table 5. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	40 689	8076		5038	.000
	Commitment	.727	.067	.755	10 804	.000
a. Dependent Variable: Performance						

Based on the conclusions from the table above, obtained a regression model between variables Commitment (X3) with a performance variable (Y) is as follows:

Y = a + b3X3
Y = 40.689 + 0,727X3

Table 6. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.755a	.570	.565	5.38383
a. Predictors: (Constant), Commitment				
b. Dependent Variable: Performance				

Based on the conclusions from the table above, the obtained value of the strength of the correlation (R) that is equal to 0.755, which showed higher levels of relationship between the two variables are related to strong. And variable commitment (X3) have a relationship (R2) as a percentage of the performance variable (Y) by 57%.

4). Variable Linear Regression Analysis Between work motivation (X1), compensation (X2) and (X3) With Performance Variable (Y)

Table 7. Coefficients

Model		UnstandardizedCoefficients		StandardizedCoefficients		
		B	Std. Error	beta	t	Sig.
1	(Constant)	15 519	8309		1,868	.065
	Motivation	.261	.074	.278	3,512	.001
	Compensation	.228	.064	.250	3574	.001
	Commitment	.447	.078	.464	5752	.000
a. Dependent Variable: Performance						

Based on the results table above, there is a regression equation as follows:

Y = 15.519 + 0,261X1 + 0,228X2 + 0,447X3

$\hat{Y}$ Y = actual value after being exposed to regression

Table 8. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.839a	.705	.694	4.76246
a. Predictors: (Constant), Commitment, Compensation, Motivation				

Based on the conclusions from the table above, the obtained value of the strength of the correlation (R) thatis equal to 0.839, which showed higher levels of relation ship between the two variables is very strongly related. And variable work motivation (X1), compensation (X2), and commitment (X3) have a relationship (R2) as a percentage of the performance variable (Y) amounted to 70.5%.

Research Hypothesis Testing

1). Hypothesis Testing Variables Partial work motivation (X1) With Performance Variable (Y)

The partial test is used to look at the level of significance of the regression variable work motivation (X1) with Variable Performance (Y). The calculations themselves using computer software SPSS version 17.0. Here is a table top SPSS output calculation process variable work motivation (X1) and Performance (Y).

Table 9. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	51 463	8833		5826	.000
	Motivation	.636	.073	.678	8656	.000
a. Dependent Variable: Performance						

Based on the information in the table above calculations than can t count on partial test variable work motivation (X1) of 8.656. In accordance with the scale of measurement and terms of decision-making over the dining table t to 0.05 level amounted to 2,000, or with a significance level of 0.01 is equal to 2.660. Then clearly it can be concluded as follows:

t (8.656)> t table (2,000)
t (8.656)> t table (2.660)
H0 rejected H1 accepted

This shows that the regression coefficient variable work motivation (X1) is significant to the performance variable (Y) in PT Suryajaya Teknotama.

2). Partial Variable Compensation Hypothesis Testing (X2) With Performance Variable (Y)

The partial test is used to look at the significance level of regression Variable Compensation (X2) with Variable Performance (Y). The calculations themselves using computer software SPSS version 17.0. Here is a table of SPSS output on the calculation process Variable Compensation (X2) and Performance (Y).

Table 10. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	63 268	9494		6664	.000
	compensation	537	.079	.587	6808	.000
a. Dependent Variable: performance						

Based on the information in the table above calculations than can t count on partial test Variable Compensation (X2) is 6.808. In accordance with the scale of measurement and terms of decision-making over the dining table t to 0.05 level amounted to 2,000, or with a significance level of 0.01 is equal to 2.660. Then clearly it can be concluded as follows:

t (6.808)> t table (2,000)
t (6.808)> t table (2.660)
H0 rejected H1 accepted

This shows that the regression coefficient Variable Compensation (X2) is significant to the performance variable (Y) in PT Suryajaya Teknotama.

3). Hypothesis Testing Variables Partial commitment (X3) With Performance Variable (Y)

The partial test is used to look at the significance level of regression Variable Commitment (X3) with Variable Performance (Y). The calculations themselves using computer software SPSS version 17.0. Here is a table top SPSS output variable calculation process Commitment (X3) and Performance (Y).

Table 11. Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	beta		
1 (Constant)	40 689	8076		5038	.000
Commitment	.727	.067	.755	10 804	.000
a. Dependent Variable: Performance					

Based on the information in the table above calculations than can t count on partial test Variable Commitment (X3) amounted to 10.804. In accordance with the scale of measurement and terms of decision-making over the dining table t to 0.05 level amounted to 2,000, or with a significance level of 0.01 is equal to 2.660. Then clearly it can be concluded as follows:

t (10.804)> t table (2,000)
t (10.804)> t table (2.660)
H0 rejected H1 accepted

This shows that the regression coefficient Variables Commitment (X3) is significant to the performance variable (Y) in PT Suryajaya Teknotama

Table 12. ANOVAb					
Model	Sum of Squares	df	mean Square	F	Sig.
1 Regression	4070.216	3	1356.739	62 602	.000a
Residual	1863.840	86	21 673		
Total	5934.056	89			
a. Predictors: (Constant), Commitment, Compensation, Motivation					
b. Dependent Variable: Performance					

By looking at the test results in the table above it can be concluded as follows:

- F count (62.602)> F table (2.48) with 3 degrees of freedom numerator and denominator 96 on ά (0.05) by (2.48).
- H0 H1 accepted and then rejected, it indicates that the independent variable regression model that is variable work motivation (X1), Variable Compensation (X2), and Variable Commitment (X3) with the dependent variable, namely Variable Performance (Y) has significance
- Image distribution curve simultaneous test or test value F is as follows

Discussion

Based on analysis of the relationship between Mtivasi Employment, Compensation, and Commitment to Performance at PT Suryajaya Teknotama Kemang, South Jakarta Head Office, it will be discussed the relationship - the relationship is as follows:

1. *Relationships Work Motivation (X1) With Performance (Y)*

From the results of research conducted proved that there is a strong positive relationship between work motivation (X1) and Performance (Y) at PT Suryajaya Teknotama. The strength of the relationship between work motivation variable (X1) and Performance (Y), can be seen in the value of the correlation coefficient (R) which is obtained by calculating the correlation between the variables work motivation (X1) and Performance (Y) that is equal to 0.678

The coefficient of determination (R Square) is the result obtained by squaring the result of the correlation coefficient. Values that have been obtained through the above calculation result is 0.460. It shows that 46% Variable Performance (Y) is determined by variable factors work motivation (X1) while the remaining 54% is determined by other factors.

Meanwhile, through the calculation of a computer device SPSS version 17, the partial test results obtained by using the t-test, namely t obtained a value of 8.656 with a significance value ά (0.05) was obtained t table value of 2.00. Thus t (8.656)> t table (2.00), making it clear that H0 rejected and H1 accepted. This clearly shows that the regression coefficient variable work motivation (X1) is significant to the performance variable (Y) at PT Suryajaya Teknotama Kemang, South Jakarta.

Next is to use computer devices SPSS version 17, the importance of the simultaneous test results or test known as F. The result of the calculation processing and calculated F value is equal to 62.602. While the critical value F table on ά value (0.05) of 2.48. Thus F count (62.602)> F table (2.48), so obviously it can be deduced that the H0 is rejected and H1 accepted. This shows that the work motivation variable regression model (X1) is significant to the performance variable (Y). In test, F is F count will be the same size as the F test carried out an F test simultaneously where all independent variables and the dependent variable in the Input together - together and not an F test in each - each, or better known as Test F partial and F Sequential Test.

2. *Relations Compensation (X2) With Performance (Y)*

From the results of research conducted proved that there is a positive relationship was between Compensation (X2) and Performance (Y) at PT Suryajaya Teknotama. The strength of the relationship between variable compensation (X2) and Performance (Y), can be seen in the value of the correlation coefficient (r) obtained by calculating the correlation between the variable Compensation (X2) and Performance (Y) that is equal to 0.587

The coefficient of determination (R Square) is the result obtained by squaring the result of the correlation coefficient. Values that have been obtained through the above calculation result is 0.345. It shows that 34.5% Variable Performance (Y) is determined by factors variable compensation (X2) while the remaining 65.5% is determined by other factors.

Meanwhile, through the calculation of a computer device SPSS version 17, the partial test results obtained by using the t-test, namely t obtained a value of 6.808 with a significance value ά (0.05) was obtained t table value of 2.00. Thus t (6.808)> t table (2.00), making it clear that H0 rejected and H1 accepted. This clearly shows that the regression coefficient Variable Compensation (X2) is significant to the performance variable (Y) at PT Suryajaya Teknotama Kemang, South Jakarta.

Next is to use computer devices SPSS version 17, the importance of the simultaneous test results or test known as F. The result of the calculation processing and calculated F value is equal to 62.602. While the critical value F table on ά value (0.05) of 2.48. Thus F count (62.602)> F table (2.48), so obviously it can be deduced that the H0 is rejected and H1 accepted. This shows that the regression model variable Compensation (X2) is significant to the performance variable (Y). In a test, F is F count will be the same size as the F test carried out an F test simultaneously where all independent variables and the dependent variable in the Input together - together and not an F test in each - each, or better known as Test F partial and F Sequential Test.

3. *Relationship Commitment (X3) With Performance (Y)*

From the results of research conducted proved that there is a strong positive relationship between commitment (X3) and Performance (Y) at PT Suryajaya Teknotama. The strength of the relationship between variables Commitment (X3) and Performance (Y), can be seen in the value of the correlation coefficient (r) obtained by calculating the correlation between the variables Commitment (X3) and Performance (Y) that is equal to 0.755

The coefficient of determination (R Square) is the result obtained by squaring the result of the correlation coefficient. Values that have been obtained through the above calculation result is 0.570. It shows that 57% Variable Performance (Y) is determined by factors Variable Compensation (X3) while the remaining 43% is determined by other factors.

Meanwhile, through the calculation of a computer device SPSS version 17, the partial test results obtained by using the t-test, namely t obtained a value of 10.804 with a significance value ά (0.05) was obtained t table value of 2.00. Thus t (10.804)> t table (2.00), making it clear that H0 rejected and H1 accepted. This clearly shows that the regression coefficient Variables Commitment (X3) is significant to the performance variable (Y) at PT Suryajaya Teknotama.

Next is to use computer devices SPSS version 17, the importance of the simultaneous test results or test known as F. The result of the calculation processing and calculated F value is equal to 62.602. While the critical value F table on ά value (0.05) of 2.46. Thus F count (62.602)> F table (2.46), so obviously it can be deduced that the H0 is rejected and H1 accepted. This shows that the regression model Variable Commitment (X3) is significant to the performance variable (Y). In a test, F is F count will be the same size as the F test carried out an F test simultaneously where all independent variables and the dependent variable in the Input together - together and not an F test in each - each, or better known as Test F partial and F Sequential Test.

4. *Relationships Work Motivation (X1), Compensation (X2), And Commitment (X3) Collectively - Equal Performance (Y)*

From the results of research conducted proved that there is a strong positive correlation between work motivation (X1), compensation (X2), and commitment (X3) and Performance (Y) at PT Suryajaya Teknotama. The strength of the relationship between variable work motivation (X1), compensation (X2), and commitment (X3) and Performance (Y), can be seen in the value of the correlation coefficient (r) obtained by calculating the correlation between the variables work motivation (X1), Compensation (X2), and commitment (X3) and performance (Y) that is equal to 0.839

The coefficient of determination (R Square) is the result obtained by squaring the result of the correlation coefficient. Values that have been obtained through the above calculation result is 0.705. It shows that 70.5% Variable Performance (Y) is determined by variable factors work motivation (X1), compensation (X2), and commitment (X3) while the remaining 29.5% is determined by other factors.

Next is to use computer devices SPSS version 17, the importance of the simultaneous test results or test known as F. The result of the calculation processing and calculated F value is equal to 62.602. While the critical value F table on ά value (0.05) of 2.46. Thus F count (62.602)> F table (2.46), so obviously it can be deduced that the H0 is rejected and H1 accepted. This shows that the regression model variables work motivation (X1), compensation (X2), and commitment (X3) is significant to the performance variable (Y). In this F-test, F count will be the same size,

Conclusions and Recommendations

1. *Conclusion*

After some discussion phase of the research conducted, the researchers can draw the following conclusion:
1. There is a positive relationship between work motivation with the performance of PT Suryajaya Teknotama, Kemang, South Jakarta. The positive relationship can be inferred and obtained from the results of statistical tests explaining that working motivation has a relationship with Performance at PT Suryajaya Teknotama, Kemang, South Jakarta.
2. There is a positive relationship between compensation with the performance of PT Suryajaya Teknotama, Kemang, South Jakarta. The positive relationship can be inferred and obtained from the results of statistical tests explaining that compensation linked to performance in PT Suryajaya Teknotama, Kemang, South Jakarta.
3. There is a positive relationship between commitment to the performance at PT Suryajaya Teknotama, Kemang, South Jakarta. The positive relationship can be inferred and obtained from the results of statistical tests explaining that commitment has relationships with Performance at PT Suryajaya Teknotama, Kemang, South Jakarta.
4. There is a positive relationship between Work Motivation, Compensation, and commitment together - equal to or simultaneous with the performance of PT Suryajaya Teknotama, Kemang, South Jakarta. The positive relationship can be inferred and obtained from the results of statistical tests explaining that education level has a relationship with Performance at PT Suryajaya Teknotama, Kemang, South Jakarta.

2. Recommendations

Based on the conclusions -conclusions reached in the top of the suggestions-suggestions of research that can be given are as follows:

Every employee should have a good motivation to work. It has the goal of employee used to be able to work and provide good performance for the company. Employees who have a good motivation to work should be able to motivate or be a motivator for other employees that occur every employee will always enthusiastic, eager to work for the company. Every employee should be able to push him or motivate him to work well. With the expectation, the company will assess result in their work well. So the rate of turnover of employees at the company will be small. The company also must be able to provide guarantees and stimulus for the employees, so that employees are motivated to work well for the company.

Based on the research on variable compensation, in implementation in the field of companies should be able to grant the rights that should be accepted by the employees. With the rights of employees to meet the needs - the needs of himself. Companies must be able to provide supporting facilities of the professional activities of its employees. So that employees feel comfortable in their work. Companies must be able to provide something that will meet the satisfaction of employees, as an example of sufficient salary, bonuses as appropriate, as well as the benefits - benefits that should have been a part of employees' rights in a company. Management must be able to carry out an evaluation form to provide the widest opportunity-the extent and as fair-fair for HR to climb the career ladder or office.

Based on the research on variable commitments, in implementation in the field of employees should be able to have a professional commitment to their activities in the company. So that employees continue to work well, although the condition the company is in crisis. Or employees must still work well even though the conditions of employees both physically and psychologically unfavorable. Employees must be able to comply with regulations and work systems adopted by the company. Including attendance and discipline applicable. The company also must keep to its commitment to providing what is promised by the company to the employee if the employee is able to provide any relevant want by the company.

Based on the research on performance variables, in implementation in the field of employees should be able to provide quality and good work as expected by the company to him. Companies must also be able to be fair and appropriate in giving awards to employees that have maximum results, optimal and appropriate. Management must be able to give a clear, fair a form of appreciation to form a good performance given by the company's human resources.

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