

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi dan loyalitas terhadap kinerja karyawan dengan komitmen organisasi sebagai variabel mediasi pada PT Perkebunan Nusantara IV Regional VI Cot Girek, Aceh Utara. Penelitian ini menggunakan pendekatan kuantitatif. Populasi penelitian berjumlah 114 karyawan, dan seluruh anggota populasi dijadikan sampel melalui teknik sampling jenuh, sehingga jumlah responden sebanyak 114 orang. Data dianalisis menggunakan metode Structural Equation Modeling berbasis *Partial Least Squares* (SEM-PLS). Hasil penelitian menunjukkan bahwa seluruh hipotesis diterima serta memiliki pengaruh positif dan signifikan. Kompensasi berpengaruh positif dan signifikan terhadap komitmen organisasi dan kinerja karyawan. Loyalitas juga berpengaruh positif dan signifikan terhadap komitmen organisasi dan kinerja karyawan. Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Selain itu, komitmen organisasi mampu memediasi secara positif dan signifikan pengaruh kompensasi dan loyalitas terhadap kinerja karyawan.

Kata kunci: kompensasi, loyalitas, komitmen organisasi, dan kinerja karyawan

ABSTRACT

This study aims to analyze the effects of compensation and employee loyalty on employee performance, with organizational commitment as a mediating variable at PT Perkebunan Nusantara IV Regional VI Cot Girek, North Aceh. A quantitative approach was employed. The population consisted of 114 employees, and all members of the population were selected as respondents using saturated sampling, resulting in a total sample of 114 employees. The data were analyzed using Structural Equation Modeling based on Partial Least Squares (SEM-PLS). The findings show that all proposed hypotheses were accepted and had positive and significant effects. Compensation had a positive and significant effect on organizational commitment and employee performance. Employee loyalty also had a positive and significant effect on organizational commitment and employee performance. Organizational commitment had a positive and significant effect on employee performance. In addition, organizational commitment positively and significantly mediated the effects of compensation and employee loyalty on employee performance.

Keywords: *compensation, employee loyalty, organizational commitment, and employee performance*