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AFFECT OF COMPENSATION SYSTEM ON PSYCHOLOGICAL CONTRACT AND ITS IMPACT ON ORGANIZATIONAL COMMITMENT AND PERFORMANCE OF NURSES WHO WORK AT PRIVATE HOSPITAL IN PADANG

*Bachelor Thesis by: Utari Frinelva
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Abstract

This research investigates the effects of compensation system on psychological contract and its impact on organizational commitment and employee performance. The researcher determines psychological contract as mediating variables. The total of 147 nurse who work at Private Hospital in Padang participated on this research. The findings indicate that compensation system has a direct and positive relationship with psychological contract, compensation system has a direct and positive relationship with organizational commitment, psychological contract has a direct and positive relationship with organizational commitment and organizational commitment has a positive relationship with employee performance. The results indicated that there is a not mediating role of psychological contract in the relationship with compensation system and organizational commitment.

Key words: Compensation System, Psychological Contract, Organizational Commitment and Employee Performance

This bachelor thesis has already examined and passed on July 05, 2012. The abstract of research has been approved by supervisor and examiners:

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THE EFFECT OF COMPENSATION SYSTEM ON EMPLOYEE'S MOTIVATION AND JOB SATISFACTION : CASE IN NON ACADEMIC STAFF AT ANDALAS UNIVERSITY

*Bachelor Thesis by: Nurhidayati Pritama
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Abstract

This research examined the analysis effect of compensation system and identified to what extent the effective compensation system can affect the employee's motivation and job satisfaction for non academic staff at Andalas University. The data obtained through questionnaire. The study found that Andalas University has implemented its effective compensation system in line with the theory, except job satisfaction as results from effective compensation system. It means that non-academic staff strongly believed that compensation system can affect their motivation to work, and motivation can increase job bsatisfaction. Meanwhile, there is no direct and positive relationship between effective compensation system and employee's job satisfaction. Therefore Andalas University should enhance the effective compensation system in order to improve employee's job satisfaction.

This bachelor thesis has already examined and passed on January 10, 2012. The abstract of research has been approved by supervisor and examiners:

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