

THE EFFECT OF COMPENSATION AND EMOTIONAL INTELLIGENCE ON ORGANIZATIONAL COMMITMENTS IN EMPLOYEES PT. JAKARTA TOKIO MARIE INSURANCE

Dasista Happy Karnia, Hadrianita Sri Indah Nurul Kusumandaru, & Beny Gielar Indrajati

Faculty of Psychology
University of Persada Indonesia YAI Jakarta
INDONESIA

ABSTRACT

The purpose of this study was to determine the effect of compensation and emotional intelligence on organizational commitment to employees of PT Asuransi Tokio Marie Indonesia. The total populations are 240 people and the number of samples are 148 people (using a proportional random sampling technique). This study uses a measurement instrument of compensation scale, emotional intelligence scale, and scale of organizational commitment using a Likert scale (range 1-5). The conclusions of this study are that there is an influence of compensation and emotional intelligence on organizational commitment to employees of PT Asuransi Tokio Marie Indonesia in a positive direction which means the better emotional intelligence and compensation given, the higher the commitment of the organization, and vice versa.

Keywords: Organizational commitment, emotional intelligence, compensation.