

**Analisis Pengaruh Kompensasi, Motivasi dan Pelatihan Kerja Terhadap Komitmen dan Kinerja Karyawan PT. Bank Rakyat Indonesia (Persero) Tbk. Cabang Jember**

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**Abstract**

In the era of globalization of banking in Indonesia is very risky in the development and affirmation of the statues of self-consistency. Every banking company either state-owned or private should always be ready and strong in the face of national economic turmoil. Competitive organization supported by the performance of the organization that realized if supported by all factors of organizational resources. This study included explanative research because it is meant to explain the influence between variables by testing the hypothesis that has been formulated. The analytical tool used is the analysis path and the samples are 73 people of permanent employees from BRI Branch Office Jember. The result shows there are positive and significant correlation between compensation for commitment, positive and significant correlation between motivation on commitment, positive and significant correlation between job training and the commitment, also positive and significant correlation between the commitment to employee performance.

**Keywords:** commitment, performance, motivation