

**EFFECT OF COMPENSATION, LEADERSHIP AND ORGANIZATION COMMITMENT  
TO PERFORMANCE EMPLOYEES IN JAKARTA CLASS IIA NARCOTICS  
PENITENTIARY INSTITUTION**

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**Received: 30 Oct 2019**

**Accepted: 24 Oct 2019**

**Published: 31 Oct 2019**

**ABSTRACT**

*The purpose of this study is to examine and analyze the effect of Compensation, Leadership and Organization commitment on Employee Performance in Jakarta Class IIA Narcotics Penitentiary Institution, both partially and simultaneously.*

*The research method used in this study is the method of using a questionnaire conducted at Jakarta Class IIA Narcotics Penitentiary Institution with a population of 181 people and taken a sample of 125 people. The sampling technique uses a simple random sampling technique.*

*The results of this study conclude that: (1) Compensation shows a significant effect on the performance of Jakarta Class IIA Narcotics Penitentiary Institution by 5.43%. (2) Leadership shows a significant effect on the performance of Class IIA Narcotics Penitentiary Institution Employees by 21.62%. (3) Organization commitment shows a significant effect on the performance of Jakarta Class IIA Narcotics Penitentiary Institution Servants by 8.24%. (4) Compensation, leadership and Organization commitment together have a significant effect on the performance of Jakarta Class IIA Narcotics Penitentiary Institution Staff by 88.4%.*

**KEYWORDS:** *Compensation, Leadership, Organization Commitment, Employee Performance*