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INFLUENCE ORGANIZATIONAL COMMITMENT, COMPENSATION AND WORKING ENVIRONMENT IN THE WORKPLACE PERFORMANCE AND PERFORMANCE LECTURER IN PRIVATE UNIVERSITIES SORONG

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Abstract:-

The purpose of this study are: (1) to test the effect of organizational commitment to job satisfaction of the lecturer in the college town of Sorong; (2) to test the effect of compensation of job satisfaction as a teacher in the college town of Sorong; (3) to test the effect of working conditions on the job satisfaction of the teacher in the college town of Sorong; (4) to test the effect of organizational commitment in college lecturer performance Sorong city; (5) to test the effect of compensation professor performance in Sorong City College; (6) to test the effect of operating conditions on the performance of teachers in colleges in Sorong; (7) to test the effect of job satisfaction on the performance of teachers in the College of Sorong.

The method used is a method of research survey, a study conducted in populations large and small, but the data examined data and samples from the population, so that the found events relative, distributisi, as well as the relationship between the variables of sociological or psychological.

The results of this study suggest that the organizational commitment and compensation for the effect on satisfaction with the work of teachers in the college town of Sorong, so Hypothesis 1 (H1) and Hypothesis 2 (H2) can be taken as true. While working environment does not affect the work satisfaction of teachers in the college town of Sorong, so Hypothesis 3 (H3) cannot be accepted as true. Organizational commitment, compensation and working conditions, they also have a significant impact on the performance of teachers in colleges in Sorong, thus hypothesis 4 (the H4), Hypothesis 5 (H5) and Hypothesis 6 (H6) can be taken as true. While the work itself satisfaction is also a significant impact on the performance of teachers in colleges in Sorong, so Hypothesis 7 (H7) can be taken as true.

Keywords: - Job Satisfaction, Performance, Teacher and PTS Sorong.

INTRODUCTION

1.1. Background

Universities are higher education institutions. Higher education provider to date, were found in different areas. Sorong city is a city in the province of West Papua have a rapid development in urban development, including in the field of education development.

Faculty performance is a topic that is still relevant for consideration. The task of the lecturer to hold Tri Dharma College, consisting of education and training, research and community service. The responsibility of the faculty in the implementation of Tri Dharma of Higher Education can be described as the embodiment of faculty performance. Various efforts have been made to improve the quality of teachers. The achievement of the Tri Dharma College, said in a teachers certification. Referring to the legal framework and policies in the Act, clearly indicate their seriousness and commitment of the Government to improve the professionalism and reward teachers who ultimately achieved to improve the quality of national education. I hope that the law indicates a change of teachers teaching model paradigm initially as a source of information for students and always dominated by activities of cool turned to the paradigm that teachers position as intermediaries in the process of learning, and it is always the interaction between teachers and students as well as students from students in the class.

Data show that teachers who have been certified in the town of Sorong is 10% of the total number of permanent teachers. This fact requires teachers to constantly improve their ability, especially ex- ample, willingness to build and develop the creative abilities of students in the learning process, which is also an attempt to effectively establish the performance of teachers, so that the number of recipients certified teachers may increase.

Calculation Dharma education and training can be seen from the extent to which the teacher can either fulfill their obligations in accordance with the minimum standards diwajibkan applicable law. For example, teachers are required to carry a minimum of 12 semester credit units (credits) per semester. Implementation of education and training at the same time to fulfill the obligations of the crop. In addition, holding dharma studies. Teacher to implement the second DARMA minimum necessary for fetal research in one semester with weights and types on the basis of educational qualifications held by the lecturer (Suharsono, 1991).

While the third dharma is service to the community, teachers are also required to perform these actions at least twice each semester. The implementation of this devotion Dharma has a structured manner and are executed by individuals who can provide direct benefits to the community. From the third dharma, many professors still do it under or away from the minimum standard. For example the teaching professor taught only from 6 to 9 credits in the field of research is done only once and there is even completely do research. In the field of loyalty and almost never carry (Sunuharyo, 1995).

On the basis of this phenomenon, what happens when prasurey in several institutions in Sorong, it was found that there are some professors teach courses that are not related to education should be taken? In addition, the number of loans, as a rule, more responsibility, will be charged 12 credits each semester. There are also a few teachers who teach more than 3 establishments in remote areas, in order to assess the quality of education is less than the maximum. Dedication and study a few teachers who did the rest never a good reason to lack of dedication and research budget and a smaller base of tau. This reality, we can say that the performance of teachers in this case, a private college lecturer is very low, seeing what is supposed to be carried out in order (what was done), there is still a significant difference.

On the basis of the impact, the study wants to examine the influence of organizational commitment, compensation and working conditions on productivity and job satisfaction of teachers colleges in Sorong.

1.2. Formulation of the Problem

In accordance with the background of the issues raised, the problem can be formulated as follows: (1) Is the effect of organizational commitment to job satisfaction of the teacher in the college town of Sorong; (2) whether the compensation effect is there on the job satisfaction of the lecturer in the college town of Sorong? (3) Is the work environment influence job satisfaction of the teacher in the college town of Sorong; (4) Is the organizational commitment affects the performance of the lecturer in the college town of Sorong; (5) Is there compensation effect on the performance of teachers in the college town of Sorong; (6) Is the work environment affects the performance of the lecturer in the college town of Sorong; (7) job satisfaction affects the work of teachers in colleges in Sorong?

1.3. Research Objectives

Based on the wording of the above problem, the purpose of this study are: (1) to test the effect of organizational commitment to job satisfaction of the lecturer in the college town of Sorong; (2) to test the effect of compensation of job satisfaction as a teacher in the college town of Sorong; (3) to test the effect of working conditions on the job satisfaction of the teacher in the college town of Sorong; (4) to test the effect of organizational commitment in college lecturer performance Sorong city; (5) to test the effect of compensation professor performance in Sorong City College; (6) to test the effect of operating conditions on the performance of teachers in colleges in Sorong; (7) to test the effect of job satisfaction on the performance of teachers in the College of Sorong.

1.4. Research Benefits

The theoretical advantage which, as the study design is expected to have contributed to the development of science, in particular, the enrichment of the implementation of the theory, which deals with the influence of organizational commitment, compensation and working environments on job satisfaction and performance of lecturers. While the practical advantages, namely: (1) to anticipate and make a positive contribution to the government, and makes conversation for teachers, especially teachers, taking into account the influence of organizational commitment,

compensation and working environments on job satisfaction and performance of lecturers. (2) The results of this study are expected to add links and scientific collections in colleges, particularly in Sorong in research related to the study of the influence of organizational commitment, compensation and working conditions on the job satisfaction and performance of lecturers.

I. LITERATURE CONCEPT AND HYPOTHESES

2.1. The Impact of Organizational Commitment to Job Satisfaction

Organizational commitment is an emotional attachment, identification and involvement of the individual with the organization and the desire to remain a member of the organization (Allen and the Meyer, 1993). Organizational commitment can also be defined as the degree of a person identifying themselves as part of the organization and will continue to actively participate in it (Newstorm and Davis is, 1993).

To ensure a high commitment to the organization or institution, the employee will continue to adjust and implement policies that exist within the institution to achieve the goals set by the agency when an employee needs to feel an integral part of the establishment, the employee will receive or obtain satisfaction in their work.

Robbins (2008), showed that there are four (4) satisfaction indicators, one of which is job satisfaction, which means that the employee was satisfied at the time that he had made in his work, respectively, and feel comfortable in their work, so that work comfortably satisfied by the fact that a commitment was given to the agency that these employees are satisfied and ultimately increase productivity.

2.2. Compensation Effect on Job Satisfaction

Luthans (2006) showed the presence of six (6) important factors influencing employee satisfaction, namely: (1) the work itself (work itself); (2) payment (salary); (3) the possibility of career advancement (promotion possibilities); (4) control (supervision); (5) co-worker (employees); and (6) operation (working conditions).

Pay (Salary) is one of the elements in compensation and Luthans argues that job satisfaction depends on the compensation received by employees that increase the amount of compensation to the effect of increasing employee satisfaction. The compensation received by the employee will have an impact on job satisfaction that is felt, it may occur because one of the purposes of the work, to earn, as indicated in the form of compensation. If the compensation is earned, as expected, satisfaction was expressed by employees, which in turn, will improve the efficiency of the employees.

2.3. Employment Impact of the Environment on The Job Satisfaction

The working environment is a place where employees work with a variety of conditions that affect it. Some experts opinion or previous researchers that describes a work environment that is the concept of Robbins (2008), which states that the working environment is part of the organizational environment, which is associated with some work in the organization, to create a favorable atmosphere for the workers in the medium itself. can be explained from these views that the working environment: state of the environment in the workplace employee, which include physical and non-physical, which may affect the workers in the implementation of activities and tasks.

Comfortable and safe working environment will give you a good mood for the employees and makes employees have the flexibility to implement a variety of activities that have been done to get comfort for him that will ultimately provide satisfaction in their work.

2.4. Effect of Organizational Commitment to The of Implementation

(Morrowet al, 1983) Commitment to the organization awakened when each person to develop three attitudes that are linked to the organization, namely: (1) understanding and understanding of the company objectives; (2) the feeling of being involved in the work; and (3) feeling loyal.

The ratio is given to put the commitments attached to the worker, and can be delivered to the employee commitment will always be to always follow any wisdom, this agency to achieve organizational goals. High commitment will lead to a performance that will achieve the employee will increase, in other words, the higher the commitments made, the better the performance will be achieved.

2.5. Work Environment The Performance Impact

Robbins (2008), which states that the working environment is part of the organizational environment, which is associated with a specific job in the organization, to create optimal performance. The working environment itself is a state of the environment in the workplace employee, which include physical and non-physical, which may affect the workers in the implementation of activities and tasks. Comfortable and safe working environment will give you a good mood for the employees and makes employees have the flexibility to implement a variety of activities that have been done to get a comfort to him that ultimately ensure optimal performance.

2.6. Payment Impact on Performance

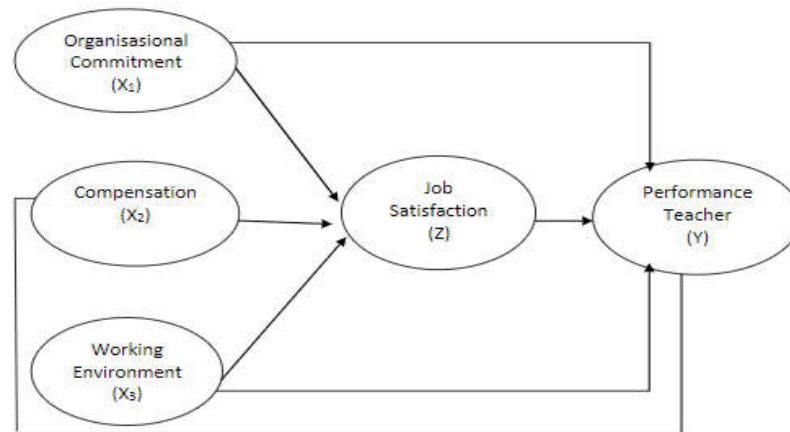
According to Gibson, et.al. (2006) one of the factors that affect performance are variables, which include the organization of resources, leadership, compensation, organizational structure and design jobs. According Sofyandi (2008), is a form of compensation costs to be incurred by the company in the hope that the company will earn rewards in the form of performance of employees. This shows that the performance may depend on the grades or forms of compensation received by employees, so that the expected increase in compensation will have an impact on increasing the productivity of employees.

2.7. The Impact of Satisfaction With the Performance of Work

Job satisfaction is an individual behavior in relation to their work. Organizations whose employees get satisfaction in the workplace, it tends to be more effective than organizations whose staff lacks job satisfaction (Robbins, 2001: 179). Thus, job satisfaction, which arises can affect the performance improvement and the achievement of these employees. The higher the perceived level of job satisfaction of employees, the higher the performance, the employee received.

2.8. Conceptual Framework Research

This study is the result of expansion of some previous research has focused its research on various aspects of human resources management, related variables, which are variables of organizational commitment, compensation, working conditions, job satisfaction and productivity. The conceptual framework of this study are presented in Figure 1 below:



Based on Figure 1 above, the concept is considered in this study, there are five variables, namely the impact of organizational commitment, compensation and working conditions on the job satisfaction and the performance of teachers colleges in Sorong. The participation of these five variables, as already mentioned, is based on the testimony of the phenomenon in which the organizational commitment, compensation, and the impact on the work environment satisfaction and performance teacher colleges in Sorong.

2.9. Hypothesis of Research

On the basis of the conceptual bases of construction and display events that are occurring in this area and confirmed the results of earlier theoretical and empirical research, the research hypothesis is proposed as follows:

H₁ impact on organizational commitment to job satisfaction lecturer at the College of Sorong.

H₂ compensation effect on teacher job satisfaction in college Sorong.

H₃ working conditions affect the satisfaction of teachers work in college Sorong.

H₄ organizational commitment affects the performance of the lecturer in the College of Sorong.

H₅ Compensation affect the performance of a teacher in college Sorong.

H₆ working environment affects the performance of the lecturer in the College of Sorong.

H₇ job satisfaction affects the performance of a teacher in college Sorong.

II. RESEARCH METHODS

3.1. Study Design

The method used in this study is the method of research survey, a study conducted in populations large and small, but the data examined data and samples from the population, so that the found events relative, distributisi, and the relationship between the variables of sociological or psychological.

3.2. Population and Sample Research

The population in this study is the basis of the teachers who teach in private universities under the auspices of Kopertis region XIV in Sorong city as much as 294 people. Based on the calculation formula proposed by Slovin, the number of samples taken in this study was 169 respondents. In addition, to select a sample of 169 professors, 294 lecturers, researchers used the method of sampling without the likelihood of a random sample, which means that the sample is a teacher who happens to meet with researchers on campus in relation to complete questionnaires which set researchers.

3.3. Variable operational definition of studies

A working definition of each variable of this study are presented below:

1. Organizational commitment (X₁)

Organizational commitment in this study was defined as the emotional attachment, identification and engagement of the lecturer with the University remained high and the desire to become a teacher in higher education. Organizational commitment indicators used in this study, with the help of the theory of Allen and Meyer (1993), which consists of three indicators, namely: (1) the affective commitment (X_{1.1}); continuity commitment (X_{1.2}); and (3) normative commitment (X_{1.3})

2. Payment (X2)

Compensation is the income in the form of money, goods, directly or indirectly received by teachers as a reward for services rendered in college. Indicators compensation in this study, inter alia, in accordance with Dessler (2007: 46), namely: (1) Wages (X2.1); (2) Incentive (X2.2); and (3) Allowances (X2.3).

3. Operating Environment (X3)

The working environment is part of the environment at the college developed some of the problems associated with the faculty of the college, to create a favorable atmosphere for the professors, who were in the area. working environment Indicators refers to Mardiana (2005), namely: (1) The comfort and peace of mind in the workplace (X3.1); (2) working space available (X3.2); (3) the relationship between employees (X3.3); and (4) health and social security (X3.4).

4. Job satisfaction (Z)

Job satisfaction and job satisfaction can be described as a positive attitude and work responsibilities as a teacher. Indicators of job satisfaction in this study refers to Robbins (2008), namely: (1) are satisfied with the work (Z1); (2) is satisfied with the presentation of (Z2); (3) are made to Justice (Z3); and (4) are made in the (employee) Z4.

5. Performance (Y)

The performance is the result of individual work as the amount and quality within a certain operating time. The indicators which can be measured by performance lecturer according to Gomes (1995); Gibson et al (2006). Sudiro, A (2008); and (Law number 14 in 2005 on teachers and teachers) can use the following three measures: (1) Education & Training (Y1); (2) Research (Y2); and (3) service to the community (Y3).

3.4 Removing and data collection procedures

These are used as primary data and secondary data. Basic data of respondents and the data collected directly from the field researcher, was obtained from questionnaires distributed to teachers colleges in Sorong.

3.5 Research instruments

Data analysis was based on the results of the questionnaire, which will be described in the drawings, the tables of the statistical analysis, conclusions and describe studies. The questionnaire used in this study is the questionnaire related to organizational commitment, compensation, working conditions, job satisfaction and performance of teachers colleges in Sorong. In this study, the appearance of the position of test data is not expected, so that the quality of the data using the validity and reliability of the test.

3.6 Data Analysis Research

Based on the conceptual framework and study design were built, this research uses analytical methods SEM (Structural Equation Modeling), a kind of "second-order factor analysis" using LISREL software version 21.0. SEM method allows researchers to test multiple dependent variables (endogenous) with several independent variables (exogenous).

III. Intravenously Results

4.1. The impact of direct and indirect

Below are the results of tests with SEM SEM normalized ratio, or in each - each variable: Table 1. Values of SEM Effect coefficient between variables

causal relationship	Direct effect	Indirect Effect	Total Effect
X ₁ → Z	0,506	-	0,506
X ₂ → Z	0,305	-	0,305
X ₃ → Z	0,039	-	0,039
X ₁ → Y	0,237	0,197	0,434
X ₂ → Y	0,229	0,119	0,348
X ₃ → Y	0,176	0,015	0,191
Z → Y	0,390	-	0,390
information:			
X ₁ : Organisational commitment		Z : Job Satisfaction	
X ₂ : Compensation		Y : Performance Teacher	
X ₃ : Working Environment			

In Table 1 above, it can be explained as follows:

1. The variables that have the greatest impact on job satisfaction is organizational commitment, as it has the highest ratio (0.506), compensation (0305), while the operating environment is not significant (0.039).
2. The variables that have the greatest impact on productivity Lecturer organizational commitment, as it has the highest ratio (0.434), the next job satisfaction (0.390), compensation (0348), as well as the working environment (0.191).
3. Organizational commitment impact on job satisfaction and job satisfaction also affects the work of teachers, and organizational commitment can also directly affect the performance of teachers. Thus, organizational commitment can affect the work of teachers, either directly or through the mediation of job satisfaction, so we can say that job

satisfaction partially mediates the (partial mediation) the impact of organizational commitment of teachers performance.

4. Payment impact on job satisfaction and job satisfaction also affects the work of teachers, and compensation may also directly affect the performance of teachers. Thus, compensation can affect the performance of teachers, either directly or through the mediation of job satisfaction, so we can say that job satisfaction partially mediates the (partial mediation) the effect of the lecturer performance compensation.
5. The working environment has no effect on job satisfaction, although job satisfaction affects the work of teachers. Thus, the working environment can only affect performance directly, rather than through the intermediary of job satisfaction, so we can say that job satisfaction does not mediate the effect of compensation for the performance of lecturers

4.2. Testing Hypotheses Results

Due to the magnitude of the value of each variable factor the next step is to test the hypothesis by using CR and probabilities. Parameter whether partial effect exists may be determined based on the value CR (critical factor). To determine whether exogenous variables influence variables endogenous and endogenous endogenous variables in variables, the following terms are used:

Table 2. Regression Causality Test Weight

causal relationship		Std. Estimate	SE	CR	P value
Organisational Commitment (X ₁)	→ Job Satisfaction (Z)	0,506	0,083	5,541	0,000
Compensation (X ₂)	→ Job Satisfaction (Z)	0,305	0,094	3,360	0,000
Working Environment (X ₃)	→ Job Satisfaction (Z)	0,039	0,081	0,469	0,639
Organisational Commitment (X ₁)	→ Performance Teacher (Y)	0,237	0,077	2,186	0,029
Compensation (X ₂)	→ Performance Teacher (Y)	0,229	0,080	2,311	0,021
Working Environment (X ₃)	→ Performance Teacher (Y)	0,176	0,067	1,984	0,047
Job Satisfaction (Z)	→ Performance Teacher (Y)	0,390	0,096	3,168	0,002

Based on Table 2 above can be explained as follows:

1. Hypothesis 1: The Influence of organizational commitment to job satisfaction of the teacher in the college town of Sorong

The results of estimation of the parameters of the variable of organizational commitment to job satisfaction showed significant results with 5.541 CR value, this value is greater than 1.96, and the significance level (p-value) obtained 0.000 (p < 0.05). Thus, the first hypothesis explaining that influence organizational commitment on job satisfaction of the teacher in the college town of Sorong is proved.

2. Hypothesis 2: The compensation effect on teacher job satisfaction in the college town of Sorong

The results are variable parameters of compensation for job satisfaction assessment also showed significant results with the 3360 CR value, this value is greater than 1.96, and the significance level (p-value) obtained 0.000 (p < 0.05). Thus, the second hypothesis, which explains that the compensation effect on the job satisfaction of the lecturer in the college town of Sorong is also shown.

3. Hypothesis 3: the impact of the working environment on the job satisfaction of the teacher in the college town of Sorong

The results of estimating the parameters of the work environment variables on job satisfaction showed no significant results with 0,469 CR value, this value is not less than 1.96, and the significance level (p-value) generated amounted to 0.639 (p > 0.05). Thus, the third hypothesis, which explains that the work environment influence job satisfaction of the lecturer in the college town of Sorong, has not been proven.

4. Hypothesis 4: organizational commitment affects the work of teachers in colleges in Sorong

The evaluation parameters of organizational commitment to performance variables showed significant results with 2,186 CR value, this value is greater than 1.96, and the significance level (p-value) generated amounted to 0.029 (p < 0.05). Thus, the fourth hypothesis explaining that organizational commitment affects the performance of the city lecturer in college Sorong also shown.

5. Hypothesis 5: compensating effect on the performance of teachers in colleges in Sorong

The results of estimation of the parameters of the variable compensation of the results also showed a significant value to the CR in 2311, this value is greater than 1.96, and the significance level (p-value) generated amounted to 0.021 (p < 0.05). Thus, the fifth hypothesis to explain the effect of compensation on the performance of teachers in the college town of Sorong is also shown.

6. Hypothesis 6: The working environment affects the work of teachers in colleges in Sorong

The results of estimating the parameters of the work environment variables on the outcome also showed significant with CR value of 1.984, this value is greater than 1.96, and the significance level (p-value) generated amounted to 0.047 (p

<0.05). Thus, the sixth hypothesis, which explains that the working environment affects the performance of the city lecturer in college Sorong also shown.

7. Hypothesis 7: job satisfaction affects the work of teachers in colleges in Sorong

Variable results of the evaluation parameters of satisfaction with the results of work also showed a significant value with CR 3168, this value is greater than 1.96, and the significance level (p-value) obtained 0.002 ($p < 0.05$). Thus, the seventh hypothesis explaining that job satisfaction affects the work of teachers in the college town of Sorong is also shown.

IV. DISCUSSION

5.1. The impact of organizational commitment to job satisfaction

These test results are consistent with Robbins (2008), which showed that there are four (4) satisfaction indicators, one of which is job satisfaction, which means that the employee was satisfied at the time that he had made in his work, respectively, and feel comfortable in the work, so to calm the job because the commitment was given by the agency to the employees are satisfied and ultimately increase productivity. To ensure a high commitment to the organization or institution, the employee will continue to adjust and implement policies that exist within the institution to achieve the goals set by the agency when an employee needs to feel an integral part of the establishment, the employee will receive or obtain satisfaction in their work.

Trianingsih, (2004) argues that the survival of the organization is also dependent on the commitment of the organization. Commitment to the organization have shown the desire of employees to the organization, to stay and work and devote themselves to the organization. In the world of work, employee commitment to the organization becomes very important, because they give the best for the organization, working on something outside of the required organization. This occurs when employees feel happy and fulfilled in the respective organization, so that the commitment of the organization to grow when the expectations of the work can be satisfied with the organization well. Until finally, the performance expectations of this work will not lead to job satisfaction. Thus, we can conclude that organizational commitment has a positive effect on job satisfaction.

The results of this study indicate that organizational commitment have a significant impact on job satisfaction, these results are consistent with studies by Nugroho (2009) concludes that his study of job satisfaction variables significantly influence the organizational commitment variable. This result gives a feeling that if employees are more satisfied, it will increase the commitment of employees and management. In addition, studies conducted by Tobias (2006) and Supriyanto (2005), the conclusions contained in the bank, that their impact on the organization's commitment to job satisfaction.

5.2. The effect of job satisfaction compensation

These test results are consistent with Luthans (2006) indicates that compensation is one of the most important factors influencing employee satisfaction. Wages, which is a component of the compensation can affect employee satisfaction, which increases the amount of compensation to the effect of increasing employee satisfaction. The compensation received by the employee will have an impact on job satisfaction that is felt, it may occur because one of the purposes of the work, to earn, as indicated in the form of compensation. If the compensation is earned, as expected, satisfaction was expressed by employees, which in turn, will improve the efficiency of the employees.

According Hasibuan (2002), with one aim is to increase the compensation of job satisfaction. With compensation, the employee will be able to meet the physical needs, social status, and self-centered, to get satisfaction from their work. According Almigo (2004), one of the characteristics that affect the job satisfaction is the salary or wages, a factor of daily workers who deserve to be considered or not. Robbins (2008) argues that there are several variables that determine job satisfaction, one of which is the reward you deserve. Employees want the system of pay and promotion policies are perceived as fair, not twins, this means, in accordance with their expectations. When wages are considered to be fair based on the work requirements, the level of individual skills and communication standards are likely to bring satisfaction.

The results of this study suggest that the compensation a significant impact on job satisfaction, these results are consistent with research data conducted Ikmal Muflih Nur (2015), the conclusions drawn from the compensation has a positive and significant impact on job satisfaction. In addition, research from Gani M.U (2005) and Amang, (2009), concluded that the results of these discussions produce data that compensation at the same time have a significant impact on employee job satisfaction.

5.3. Influence of working conditions on the job satisfaction

These test results do not conform to Robbins (2008), which states that the working environment is part of the organizational environment, which is associated with a specific job in the organization, to create a favorable atmosphere for the workers who are in the medium itself. Comfortable and safe working environment will give you a good mood for the employees and makes employees have the flexibility to implement a variety of activities that have been done to get comfort for him that will ultimately provide satisfaction in their work.

The results of this study suggest that the working environment does not have a significant impact on job satisfaction, these results do not correspond to a study conducted by Nugroho (2009); Amang, (2009) and Amiartuti Kusmaningtyas (2014), finding the results showed that the working environment is positive and significant impact on job satisfaction.

5.4. Effect of organizational commitment to the implementation of

These test results are consistent with Morrow et al. (1983) that the organization's commitment awakened when each person to develop relations, which are interconnected with the organization. The ratio is given to put the commitments attached to the worker, and can be delivered to the employee commitment will always be to always follow any wisdom,

this agency to achieve organizational goals. High commitment will lead to a performance that will achieve the employee will increase, in other words, the higher the commitments made, the better the performance will be achieved.

According Luthans (2006), the commitment is usually defined as the ratio, which shows the loyalty of employees and is an ongoing process, as an agency employee to express its concern to the success of the organization and goodness. Employees with a high level will have a positive impact on the work, which makes every effort to complete the task quickly and in accordance with what was sent. Another view expressed Handoko (2008), employee commitment is the extent to which the employee to identify with the organization and its goals, and the desire to maintain membership in the organization. Staff recommended Liabilities fair working conditions for employees, the higher the value the employee, the greater the commitment to the organization.

The results of this study indicate that organizational commitment have a significant impact on performance, results are consistent with research conducted by Tobias (2006), the results of the results showed that the influence of organizational commitment to employee performance. More recent studies conducted Sumardi (2007); Triyono (2012) and Murthy & Hudiwinarsih (2012), the results of research can be concluded that the influence of commitment on the employee's personnel.

5.5. The performance impact of compensation

These test results are consistent with Gibson et al. (2006), which is one of the factors which affect performance are compensated. According Sofyandi (2008), is a form of compensation costs to be incurred by the company in the hope that the company will earn rewards in the form of performance of employees. This shows that the performance may depend on the grades or forms of compensation received by employees, so that the expected increase in compensation will have an impact on increasing the productivity of employees. The compensation received by the employee will have an impact on performance to be achieved by the employee, the higher the compensation earned, the better the performance will be given to employees of the institution.

According to Umar, (2009) is awarded compensation of employees, directly or indirectly, a financial or non-financial fair to the staff for their contribution to achieving the goals of the organization, so that compensation is required by any agency in order to improve staff performance. The form of financial compensation, wages, benefits and bonuses. And for nonfinancial compensation, including training, authority and responsibility, appreciation of performance and supportive work environment.

The results of this study suggest that the compensation material impact on the performance, the results of relevant studies Marta Kusuma. (2009), the conclusions drawn offset the positive impact on the work of employees. In addition, the study Madris (2007); John T. Delaney et al (1996); Triyono (2012) and Murthy & Hudiwinarsih (2012) concluded that the compensation has a positive impact on the work of employees.

5.6. Influence of working conditions on productivity

These test results are consistent with Robbins (2008), which states that the working environment is part of the organizational environment, which is associated with a specific job in the organization, to create optimal performance. The working environment itself is a state of the environment in the workplace employee, which include physical and non-physical, which may affect the workers in the implementation of activities and tasks. Comfortable and safe working environment will give you a good mood for the employees and makes employees have the flexibility to implement a variety of activities that have been done to get a comfort to him that ultimately ensure optimal performance.

Nitisemito (2009) argues that the working environment is all that exists around the workers and that could influence him in the performance of the duties assigned. Working environment consists of physical and non-physical environment, which is attached to the employee and, therefore, can not be separated, to get a good employee productivity. In addition, Sedarmayanti (2009) The physical environment of the work all circumstances the physical form contained around the workplace that may affect the performance of employees, both directly and indirectly. Nitisemito (2009) showed that one of the factors that may affect the employees to remain in the organization of their working environment in the form of a harmonious relationship between employees. A harmonious relationship and family is one of the factors that can affect the performance of employees. According Anoraga and Suryati (2005), one of the factors that affect employee productivity is a working environment, which is referred to in this case, including the relationship between employees, relationship with management, physical environment, and so on.

The results of this study suggest that the working environment have a significant impact on performance, the results of relevant studies Amang, (2009), finding the results showed that there is a significant effect between the work environment on the performance of work. Further studies conducted by Widodo (2010); Imran et al (2012); Haryanti and Sweep (2012) and Amiartuti Kusmaningtyas (2014), concluded that the work environment affects employee productivity.

5.7. The impact of satisfaction with the performance of work

These test results are consistent with Robbins (2008), that the job satisfaction of individual behavior in relation to their work. Organizations whose employees get satisfaction in the workplace, it tends to be more effective than organizations whose employees have no job satisfaction, job satisfaction arising that may affect the achievement and productivity of employees. The higher the perceived level of job satisfaction of employees, the higher the performance, the employee received.

Performance evaluation is one of the techniques that can be used by organizations to identify and assess how satisfied worker will work, and work environment. Reason Evaluation is carried out is to increase the level of job satisfaction of employees, giving them the recognition of the work (Hasibuan, 2002). ratings of employee satisfaction will be understood

through the individual relationship to the work performed, the more aspects of the work in accordance with the wishes of the individual, the higher the perceived level of satisfaction. With derive satisfaction from work, it is expected that high employee performance can be achieved at the expense of the employee. Thus, we can see that not only the ability of employees needed in the work but also satisfaction in bekerjapun strongly influence the staff to improve performance. The results of this study suggest that job satisfaction have a significant impact on performance, results are consistent with research conducted by Tobias (2006), the study concluded that the impact on job satisfaction and organizational performance. Further study Crossman & Bassen (2003); Siradjuddin (2008); Liana (2012); and Amiartuti Kusmaningtyas (2014), finding the results showed that job satisfaction has a positive influence on the work of employees.

V. CLOSURE

6.1. Conclusion

Based on the analysis and hypothesis testing that has been done, as well as the purpose of the study, we can conclude that organizational commitment and compensation for the effect on satisfaction of teachers working in the college town of Sorong, so Hypothesis 1 (H1) and Hypothesis 2 (H2) can be taken as true. While working environment does not affect the work satisfaction of teachers in the college town of Sorong, so Hypothesis 3 (H3) can not be accepted as true. Organizational commitment, compensation and working conditions, they also have a significant impact on the performance of teachers in colleges in Sorong, thus hypothesis 4 (the H4), Hypothesis 5 (H5) and Hypothesis 6 (H6) can be taken as true. While the work itself satisfaction is also a significant impact on the performance of teachers in colleges in Sorong, so Hypothesis 7 (H7) can be taken as true.

These results support the theory that is consistent with previous studies in which states that the organizational commitment and compensation both have an impact on job satisfaction. It also supports the theory that, in accordance with previous studies in which states that the organizational commitment, compensation, working conditions and job satisfaction have an effect on the performance of teachers. The results of this study contrast to previous theories and research, which says that the working environment has an impact on job satisfaction.

6.2. Suggestions

Conclusion The research described in the previous section provides information for researchers to make the following recommendations: (1) Improving the organizational commitment of teachers is to increase the commitment of teachers, so that they feel that I am leaving the institution, because it is not going to get the same employment opportunities while working in other institutions, to feel a sense of loss, if the output of the current institutions, as well as a sense of hard to get a second job with an income; (2) Improvement of compensation system by providing incentives to be of equal value all employees, provide good incentives, incentives that are tailored to achieve the performance, and always provide incentives for performance evaluation of faculty is; (3) Improving working conditions by equipping premises, improve spatial conditions in order to call for support of the implementation of the tasks of the lecturer, to maintain good relations between employees and between superiors and subordinates through to create a feeling of warmth; (4) Improving the job satisfaction with the lecturers together to give each other motivation among employees; (5) Increase teachers performance is mainly based on research, that the rules of research, at least once a year, teachers must be able to produce the scientific work at least once a year, and teachers should also be able to record results a magazine that can be published in accredited journals; (6) A study of the literature of theoretical and practical books as well as magazines latter factors that can improve job satisfaction, and may be associated with an increase in productivity; (7) To conduct a preliminary in-depth study and focus on the results of this research to find and uncover things or phenomena associated with the research gap; (8) It is necessary to make further studies of other variables that influence job satisfaction and performance in addition to the Faculty of variables studied in order to improve the model developed in this study, or to use a conceptual model in this study in other educational institutions in West Papua province. In addition, the conceptual model may be revised without connecting variables working environment on job satisfaction.

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