

ABSTRACT

To achieve the goals of the organization, it takes an individual or human resources that have good work motivation. Some of the factors that affect employee work motivation is compensation. With fair compensation can provide motivation to work effectively and efficiently.

As this study has the objective to knowing the employees' perception of compensation policies and work motivation in PT. Pikiran Rakyat Bandung. And also to determine how much influence the compensation policies have on work motivation.

The question of compensation is not an easy task for the agency to determine the structure of the wages and employee satisfaction of all concerned parties, because in wages attached to various interests which sometimes even conflicting with each other. Compensation should be designed to enhance work motivation, otherwise compensation does not match the expectations of employees could lead to a drop in performance.

The research method used is quantitative method, with causal method, this type of analysis is descriptive, and using multiple linear regression. Sampel used in this research totaled 106 people. Data collection is done through the distribution of the questionnaire through visits of 106 respondents who was employees in the PT. Pikiran Rakyat Bandung. Data processing the questionnaire was done using software version ibm spss 23.

The result of this research are the respond of respondent is rated as very good, also the respond of respondent on work motivation also rated as very high. And finally compensation policy is affecting work motivation positively and significantly. Based on research results, the PT. Pikiran Rakyat Bandung should provide an alternative appreciation of other incentives / bonuses such as charter awards, rewards or promotions for employees who excel for employees more productive in work.

Keywords: *Compensation, Work Motivation, Causal Method*