

ABSTRACT

Today, with the level of business competition intensifies, companies will seek to increase the potential of all the resources they have at their disposal in order to maintain their existences and achieves company goals. One of the resources that need to be considered is the human resources. The maximum work can be achieved by increasing employees motivation so that they're willing to work effectively and efficiently. To increase employees motivation, companies must provide specific stimulus for employees, one of them by providing fair and equal compensations.

As this study has the objective to knowing the employees' perception of compensation policies and work motivation in Transvision RO JABAR. And also to determine how much influence the compensation policies have on work motivation.

The method used in this research is causal method. Causal method used in this study to determine the causal effect of the implementation of compensation policies on work motivation. The object of this study is Transvision West Java Regional Office (RO JABAR). The analysis includes the validity test, reliability test, parametric assumption test and simple linear regression analysis. The result of this research are the respond of respondent is rated as low, also the respond of respondent on work motivation also rated as low. And finally compensation policy is affecting work motivation positively and significantly.

Keywords: Compensation Policies, Work Motivation, Causal Method