

ABSTRACT

Human resources are company assets in achieving company goals. Work motivation is needed in the process of achieving goals so that the company's role in motivating employees is very necessary. One technique to increase work motivation is compensation.

The purpose of this study was to determine the effect of compensation on employee work motivation with the object of research, namely PT Idelie Cemerlang employees with compensation as an independent variable and work motivation as the dependent variable.

The method used in this study is a quantitative method with data collection techniques through the distribution of questionnaires to 45 employees. The sampling technique used is nonprobability sampling and saturated sampling. The type of analysis used is descriptive and causal with the analysis of the data used is descriptive analysis, simple linear regression, determined coefficient, and hypothesis testing.

The results obtained in this study are compensation significantly positive effect on the work motivation of PT Idelie Cemerlang employees. The results of indicate that the hypothesis is accepted and the regression coefficient value indicates that compensation has an effect of 39% on employee motivation while 61% is influenced by other variables not explained in this study.

The results of this study should be used as input for PT Idelie Cemerlang through giving awards to outstanding employees in the form of certificates in order to motivate employees to improve the performance produced by employees.

Keywords: Compensation, employee work motivation.