

EFFECT OF COMPENSATION AND MOTIVATION ON EMPLOYEE PERFORMANCE (CASE STUDY AT PT. TELEKOMUNIKASI INDONESIA MANADO REGIONAL OFFICE)

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ABSTRACT

Compensation is a service reward provided by the organization to employees because the employee expends his energy and ideas to advance the organization in order to achieve predetermined goals. Motivation is a form of synchronization between organizational and personal goals of each individual. Performance can be assessed from the work motivation of its employees.

The purpose of this study was to determine the effect of compensation and motivation on the performance of employees of PT. Telekomunikasi Indonesia, Manado area office.

This type of research uses quantitative research with survey methods. This study uses a non-probability sampling technique, namely purposive sampling. This study uses data analysis techniques using classical assumption test statistical methods, Multiple Linear Regression Test and hypothesis testing.

Based on the results of the study, the average compensation variable was 3.82 which was in the good category and the p-value was 0.005. The average motivation variable is 3.79 which is in the good category and the p-value is 0.000. The average employee performance variable is 4.00 which is in the good category and the p-value is 0.000.

So it can be concluded that compensation and motivation affect employee performance. Researchers suggest that the company further improve employee welfare and review so that the motivation and compensation provided can make employees enthusiastic in doing work.

Keywords: Compensation, Employee Motivation and Performance