The Influence of Work Compensation and Work Motivation on Employee Performance

Heni Rohaeni[1], Murti Wijayanti[2], Jamyan Baeshak Tomaluweng[3], Ridwan Ridwan[4], Novita Wahyu Setyowati[5]

[1]Bhayangkara Jakarta Raya University, Jakarta, Indonesia, heni.rohaeni@dsn.ubharajaya.ac.id
[2]Bhayangkara Jakarta Raya University, Jakarta, Indonesia, murti.wijayanti@dsn.ubharajaya.ac.id
[3]Bhayangkara Jakarta Raya University, Jakarta, Indonesia, jamyan.smg@gmail.com
[4]Bhayangkara Jakarta Raya University, Jakarta, Indonesia, ridwans70@gmail.com
[5]Bhayangkara Jakarta Raya University, Jakarta, Indonesia, novita.wahyu@dsn.ubharajaya.ac.id

*Corresponding Author: heni.rohaeni@dsn.ubharajaya.ac.id[1]

Abstract: This study aims to determine how much influence work compensation and work motivation have on employee performance. The population in this study were all production. This research uses quantitative methods. Collecting data by distributing questionnaires (questionnaire) to 85 respondents, the sampling method in this study was to use a saturated sample, so the total sample was taken, namely 85 employees. The results of this study indicate that the Work compensation variable has no partial and significant effect, with the calculated t value greater than t table and the Work Motivation variable has a partial effect, with the calculated t value greater than t table. Based on the results of the simultaneous F test, the calculated F value was F table with a sig. or a significant value less than 0.05. There fore H0 is rejected or Ha is accepted, which means that simultaneously Work compensation and Work Motivation have a significant effect on Employee Performance.

Keyword: Compensation Work, Motivation Work, Employee Performance

INTRODUCTION

Basically, the most important thing to achieve a maximum goal is to start from the thing that most supports the achievement of that goal, namely human resources (HR). So it is necessary to carry out something called management or development which aims to create productive humans. With good human resource development or management, an employee can easily face and complete task demands both now and in the future. As time goes by, achievements and skills will be difficult for an employee to obtain if they only rely on what they have without ever carrying out a training or development process. So HR development is very influential in the effectiveness and efficiency of an organization (Susan, n.d.).

Motivation is a reference for oneself to be able to do something. The references you get can come from anywhere, from yourself or from people around you. References that are

considered motivation also become a source of energy in doing something in order to create a desired goal. In this case, the activities that can be carried out are positive and negative even though all the initial motivation is good. Motivation is "a suggestion or encouragement that arises because it is given by someone to another person or from oneself". Motivation is a mental condition that encourages activity and provides energy that leads to achieving needs, providing satisfaction or reducing imbalances (Rusdia &Jonson,2021). Motivation is the driving force within employees to want to carry out work or tasks well that have been given by the company or organization (Miskiani & Bagia, 2020). Work motivation is a very important role in encouraging employee performance, because with high employee motivation, employees are expected to be able to complete their tasks or work in accordance with the targets set by the company or organization (Susita,2020).

Understanding motivation is very important because performance, reactions to compensation and other human resource issues are influenced by and influence motivation. Approaches to understanding motivation vary, as different theories develop their own views and models (Gardjito et al., 2014). Motivation is important for employees, motivated employees will feel happier, more enthusiastic and want to come to work. The phenomenon of lack of motivation that occurs in companies has a serious impact on performance, so that employees are less serious and neglectful in carrying out the work assigned by the company, such as a lack of appreciation from leaders or positive encouragement for employees to create enthusiasm or be motivated to carry out their work more actively. Appreciation is a reward given by a company to its employees for the work they have done, both intrinsic and extrinsic rewards. With good rewards, it is hoped that employees will be able to improve their performance and have a greater desire to excel in doing their work and have the ability to compete so that a balance is achieved between personal and organizational goals. Because on the other hand, good appreciation can also be a motivation for the employee to achieve good performance in the future (Dewie Tri Wijayanti, 2016). Therefore, increasing employee performance will not be achieved just like that, but there must be a good role and effort on the part of the company to motivate employees, not only the company must motivate but also yourself. This motivation is considered important for employees because employees who have worked as hard as possible certainly expect rewards according to what the company provides. For example, companies that provide promotional opportunities for employees. Companies are also required to provide appropriate motivation for employees because the effort that employees provide has a positive impact on the employee's own income.

Employee performance is a level of achievement or a person's work results from task targets that have been achieved and carried out in accordance with their respective responsibilities within a certain time. Performance is a work result achieved by a person in carrying out his duties based on skill, effort and opportunity. Performance can be said to be good if the performance is optimal, namely performance that meets organizational standards and supports the achievement of company goals. Because discipline and motivation will generate results from employee performance, which will make the company able to compete with developments in the current era. Where employees will be motivated and will continue to apply discipline when working, therefore it is important for companies to provide motivation such as appreciation to each employee. Because it will help employees to continue to improve their performance so that the company can achieve targets according to its goals and affect employee work discipline because if employees are negligent in doing their work, the company will experience a decrease in production, this will affect the company. Performance is a company process for assessing or evaluating employee work performance. The ability of employee performance to demonstrate good work performance by completing their duties and responsibilities well (Fatmawati, 2020). Performance is a translation of achievement which means the results of an employee's work or a management process or an organization as a whole,

where the results of the work must be shown in concrete or tangible evidence and can be measured compared to predetermined standards (Septiana, 2020).

METHOD

This research uses a quantitative approach with a survey method. The survey method was chosen as the primary data source using a questionnaire. The design in this research uses quantitative research methods. Quantitative research is a research approach that represents positivism, while qualitative research is a research approach that represents naturalism (fenomenologis) (Sugiyono, 2017). It is said that quantitative methods are data in the form of numbers or scoring data. This method is used because research costs are relatively low and can be carried out in a short variable time (Sugiyono, 2018).

Quantitative research is a type of research that produces discoveries that can be achieved (obtained) using statistical procedures or other means of quantification or measurement. This research is classified as causal associative research. (Sugiyono, 2017) states that associative causality is a research problem formulation that asks about the relationship between two or more variables. A causal relationship is a relationship that is cause and effect, in this research there are independent variables (which influence) and dependent variables (influenced).

This research stage provides an overall picture starting from planning to preparing the report. These stages are:

1. Planning Stage
    At this stage, the author looks for problems, formulates the problem, conducts preliminary studies, formulates hypotheses, determines the research sample and compiles the research.
2. Implementation Stage
    At this stage the author collects theories as a guide for creating questionnaires and data analysis methods
3. Research report writing stage
    In this final stage, namely the research report, the author calculates the results of the questionnaire using the method that has been chosen to find out the results.
    The sampling technique uses stages, namely:
4. According to (Sugiyono, 2017), Population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn.
5. According to (Sugiyono, 2017), If the population is less than 100 people, then the entire sample is taken, but if the population is greater than 100 people, then 10-15% or 20-25% of the population is taken. Based on this research, the author took a company population of around 85 respondents. So researchers can determine the number of samples and use saturated sampling techniques to determine the sample.

The measurement scale in this study uses a Likert scale using 5 answer categories, namely: Strongly disagree (1), Disagree (2), Doubtful (3). Agree (4). Strongly Agree (5), the data was processed using statistical software for Windows (SPSS 26) which was used to analyze the instruments in this research using validity, reliability and classical assumption tests.

RESULT AND DISCUSSION
Result
Employee Performance

Employee performance is organizational behavior that is directly related to the delivery of services or production of goods. Performance is often defined as the achievement of tasks, where the term task itself comes from thinking about the activities required by employees or

workers (Masturi, 2021). (Hidayah et al., 2021) For companies, employee performance is very important in efforts to achieve company or organizational goals. Excellent performance means an increase in efficiency and effectiveness, as well as very high quality in completing several tasks assigned to employees in a company or organization (Kristiana, 2021). Employee performance is the result of work in quantity and quality that has been achieved by an employee or a department in carrying out its duties and targets according to the responsibilities given to the employee in a certain assessment period (Aprilia, 2020).

Employee Performance Indicators

Meanwhile, according to (Jayadi & Triastuti, 2017) there are six indicators for measuring individual employee performance, namely:

1. Quality, the quality of work can be measured from the employee's perception of the quality of the work that has been produced as well as the perfection of the tasks that have been given regarding the employee's skills and abilities.
2. Quantity is the amount produced or expressed in terms such as the number of units, the number of activity cycles that have been completed.
3. Punctuality is the level of activity that employees complete in carrying out their tasks at the start of the stated time, seen from the point of coordination with output results and maximizing the time provided to carry out other activities.
4. Effectiveness is the level of use of company resources (money, energy, raw materials, technology) that is maximized with the aim of increasing the results of each unit in the use of resources.
5. Independence is the level at which an employee will carry out their work functions. Work commitment is the level at which the employee has a work commitment to the company and the employee's responsibilities towards the office.

Work Compensation

Compensation is a broad term related to the financial rewards that people receive through their employee relationship with the organization (Kenelak et al., 2016). Compensation is the provision of service rewards to employees for the achievements they have made for the company. Compensation is one of the reasons a person works and is a form of attention from the company to its employees. Companies are expected to provide their rights and obligations to their employees rationally and fairly in accordance with their level of ability and dedication. If the needs of employees in a company are met, then employees will support and comply with company regulations to produce optimal achievements. With compensation, employees are expected to be more motivated to improve their performance for the company's progress (Santosa & Rosanto, 2019). For employees, compensation in real form such as basic compensation and variable compensation is important, because with this compensation they can meet their needs directly, especially their physiological needs. However, of course employees also hope that the compensation they receive is in accordance with their assessment of the sacrifices they have made to their group and to the company. Employees also hope that the compensation they receive is comparable to that given by the company to other employees, who in their opinion have the same abilities and performance as themselves (Muljani et al., 2002).

Compensation Indicator

Compensation indicators according to (Kurniawan, 2020) are:

1. Salary is a financial reward that is paid to employees on a regular basis, such as annually, quarterly, monthly or weekly, or, it could also be said to be a fixed payment that a person receives from membership in a company.
2. Bonuses are direct rewards paid to employees because their performance exceeds

specified standards. Bonuses are another form of direct wages outside wages and salaries which are fixed compensation, which is usually called performance-based compensation (pay for performance plan).

3. Allowances provide benefits to employees in the form of money or goods, but only of a certain nature. Benefits are given to employees who have been appointed as permanent employees, such as holiday allowances, health insurance, and so on.

H1: Compensation has a significant effect on employee performance

Work motivation

(Sunyoto, 2012) said that work motivation is how someone can encourage someone's work enthusiasm so that they want to work together by providing optimal abilities and expertise to achieve company goals. According to (Kiruja dan Mukuru, 2013) Motivation is finding employee needs and helping employees to achieve the desired process, motivating employees aims to develop employee skills in meeting company demands, every leader must have the responsibility to work together with employees, provide guidance, direction and rewards so that they are inspired or motivated and interested in working in the way desired by the leadership and placing them side by side with the company's needs. Motivation is a driving factor for someone to carry out a certain activity, therefore motivation is often interpreted as a driving factor for individual behavior (Hustia, 2020). Work motivation is capital to direct and move employees so that they can carry out their respective jobs in achieving targets and goals with full awareness, full responsibility and enthusiasm, work motivation can provide energy to mobilize all existing potential, creating a person's will that high level, as well as increasing togetherness, there are two aspects of work motivation, namely the passive aspect where work motivation is a need and at the same time an incentive for someone, and from the static aspect where work motivation is a positive effort in mobilizing the power and potential of workers so that they can productively succeed in achieving goals which has been determined by the company (Gunawan, 2020). Motivation is something that makes people act or behave in certain ways (Rohaeni, 2016).

Work Motivation Indicators

According to (Fathurrohman & Suryana, 2012) indicators of work motivation are as follows:
1. Decent rewards
2. Opportunity for promotion
3. Gain recognition
4. Security works

H2: Work motivation has a significant effect on employee performance

Data from the results of the distribution of respondents based on gender shows that female respondents are more dominant than male respondents, namely 65.9% of female respondents, 34.1% of male respondents.

Tabel 1. Respondent Demographics

Category		Percentage
Gender	Male	65,9%
	Female	34,1%
Age	20- 25 th	70,6 %
	26- 35 th	27,1 %
	30- 45 th	8,9 %

Length of working	<1	36,5%
	>1	63,5 %

Validity test

According to Sugiyono, this validity test is a measurement concept to determine the extent to which the data and instruments are actually feasible and trustworthy by comparing the calculated r value to whether it is true that each item and the total items are correlated with the r table for the degree of freedom. So, this test uses a two-sided test with a significance level of (0.05). Apart from that, the criteria for this test are if r count > r table with a 2-sided test with a significance level of 0.05, so that the question item or instrument is significantly correlated with the total score then it can be declared valid.

Based on the statement above, it can be seen that the items or questionnaire statements can be declared valid if the calculated r > r table. To find out the value of the r table in this research, it can be seen from the r table with a significance of 0.05 using a two-way test. So n = 85 (number of respondents), if calculated then df=n-2, namely 85-2= 83. So it can be seen that the value of r table is 0.213.

Tabel 2. Work Compensation

No	Statement	r-count	r-table	Note
1	Statement 1	0,761	0,213	Valid
2	Statement 2	0,777	0,213	Valid
3	Statement 3	0,770	0,213	Valid
4	Statement 4	0,804	0,213	Valid
5	Statement 5	0,796	0,213	Valid
6	Statement 6	0,716	0,213	Valid
7	Statement 7	0,807	0,213	Valid
8	Statement 8	0,826	0,213	Valid
9	Statement 9	0,755	0,213	Valid
10	Statement 10	0,785	0,213	Valid

Tabel 3. Work motivation

No	Statement	r-count	r-table	Note
1	Statement 1	0,687	0,213	Valid
2	Statement 2	0,627	0,213	Valid
3	Statement 3	0,732	0,213	Valid
4	Statement 4	0,734	0,213	Valid
5	Statement 5	0,819	0,213	Valid
6	Statement 6	0,776	0,213	Valid
7	Statement 7	0,814	0,213	Valid
8	Statement 8	0,635	0,213	Valid
9	Statement 9	0,708	0,213	Valid
10	Statement 10	0,770	0,213	Valid

Tabel 4. Employee performance

No	Statement	r-count	r-table	Note
1	Statement 1	0,755	0,213	Valid
2	Statement 2	0,803	0,213	Valid
3	Statement 3	0,880	0,213	Valid
4	Statement 4	0,783	0,213	Valid
5	Statement 5	0,698	0,213	Valid
6	Statement 6	0,848	0,213	Valid
7	Statement 7	0,682	0,213	Valid
8	Statement 8	0,865	0,213	Valid
9	Statement 9	0,745	0,213	Valid
10	Statement	0,762	0,213	Valid

10

Based on the table above, it can be seen that the calculated r value obtained from each statement has a calculated r value that is greater than the r table (0.213), so it can be concluded that the 10 questionnaire statements regarding work compensation and work motivation variables on employee performance are feasible and can be stated valid.

Reliability Test

Picture 1. Reliability Results of Work Compensation

Reliability Statistics

Cronbach's Alpha	N of Items
,926	10

The reliability above can show that the Cronbach Alpha value of the work discipline variable is 0.926. This value meets the criteria, because it is greater (>) than Crobanch Alpha 0.60. So, the data results from the questionnaire that have been distributed and tested have a good or reliable level of reliability. So, it can be concluded that the data from the questionnaire results from the work compensation variables that have been distributed are reliable and can be used.

Picture 2. Reliability Results of Work Motivation

Reliability Statistics

Cronbach's Alpha	N of Items
,903	10

The reliability above can show that the Cronbach Alpha value of the work motivation variable is 0.903. This value meets the criteria, because it is greater (>) than Crobanch Alpha 0.60. So, the data results from the questionnaire that have been distributed and tested have a good or reliable level of reliability. So, it can be concluded that the questionnaire data from the motivation variables that have been distributed are reliable and can be used.

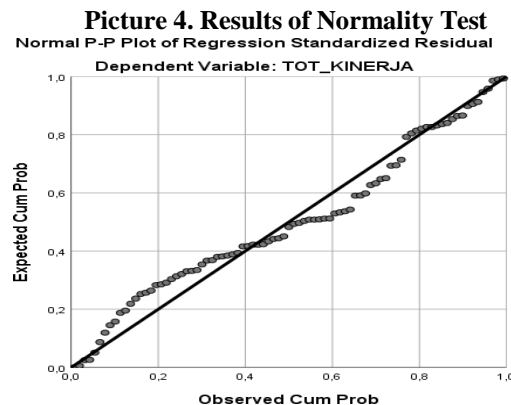**Picture 3. Reliability Results of Employee Performance**

Reliability Statistics

Cronbach's Alpha	N of Items
,925	10

The Reliability Test above can show that the Cronbach Alpha value of the performance variable is 0.925. This value meets the criteria, because it is greater (>) than Crobanch Alpha 0.60. So, the data results from the questionnaire that have been distributed and tested have a good or reliable level of reliability. So, it can be concluded that the data from the questionnaire results from the performance variables that have been distributed are reliable and can be used.

Normality Test

According to (Lupiyoadi, Rambat dan Ikhsan, 2015) states that the normality test is a test

to find out whether the data that has been distributed has a normal distribution or not, so that later it can be used in parametric analysis. Apart from that, to detect whether the residuals are normally distributed or not, use the Kolmogorof Smirnow statistical test, namely if the significance of the data calculation results is (sign) > 5% (0.05), then the data is normally distributed.

Picture 4. Results of Normality Test

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: TOT_KINERJA

From the results of the normality test above, it can be seen that the data is spread around the diagonal line, meaning this shows that the regression model meets the assumptions of normality. So it can be concluded that the data analyzed using SPSS version 26 meets the normality assumption.

Multicollinearity Test

Tabel 5. Results of Multicollinearity Test

| Model	Colinearity Tolerance	Statistic VIF
Tot Work Compensation	,937	1,067
Tot Work motivation	,937	1,067

The multicollinearity test above can be seen that:
1. The tolerance value obtained by the Work Compensation variable has a value of 0.937, so (0.937 > 0.1). Meanwhile, the VIF value obtained by Work Discipline is 1.067, so (1.067 < 10). So based on the test results, it can be concluded that there is no multicollinearity in the multiple regression model, because the tolerance value of the Work Discipline variable is more than 0.1 and the VIF value of the Work Discipline variable is more than 10.
2. The tolerance value obtained by the Work Motivation variable has a value of 0.937, so (0.937> 0.1). Meanwhile, the VIF value obtained by Work Discipline is 1.067, so (1.067 < 10). So based on the test results, it can be concluded that there is no multicollinearity in the multiple regression model, because the tolerance value of the Motivation variable is more than 0.1 and the VIF value of the Work Discipline variable is more than 10.

Heteroscedasticity Test
According to (Sujarweni, 2019) states that the heteroscedasticity test is a testing activity and observing one another to find out whether there is a difference in the residual variance or not and to provide a more accurate estimate. Next, to find out the criteria for the heteroscedasticity test in the regression model, use the Scatterplot image. If the points in the image spread around the number 0 (both above and below) then it can be said that heteroscedasticity does not occur because the distribution should not form a pattern in the image and vice versa. The following are the results of the Heteroscedasticity Test in this research using Scatterplot, namely:

Picture 5. Results of Heteroscedasticity Test
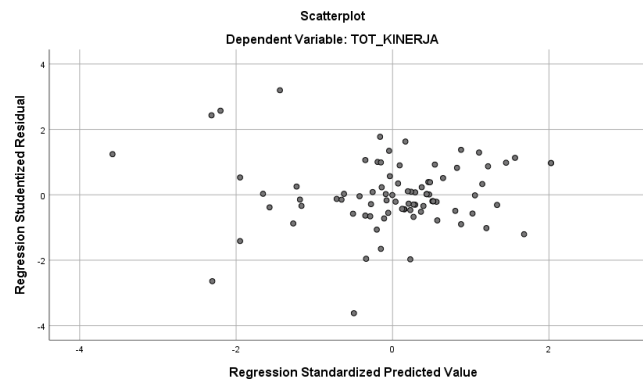
Coefficient of Determination Test (R2)

Picture 6. Results of Coefficient of Determination Test

Coefficients[a]

Unstandardized Coefficients		Standardized Coefficients		
B	Std. Error	Beta	t	Sig.
25,729	4,921		5,228	,000
,162	,103	,169	1,577	,119
,223	,092	,260	2,430	,017

Based on the results of the correlation test in the table above, it can be seen that the (R) Square Value is 0.118 or 11.8%, which means that changes in the dependent variable, namely employee performance, can be explained by the independent variables, namely Work Compensation, Work Motivation of 11.8 %. While the remainder is (100% - 11.8% = 88.2%), then 88.2% is influenced by other factors or variables that were not included in this research.

T Test (Partial Test)

Based on the results of the partial test (T Test), if you want to know whether Work Discipline (X1), Work Motivation (X2) have an independent effect on Performance (Y).

F Test (Simultaneous Test)

Picture 7. Results of F Test

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	314,693	2	157,346	5,502	,006[b]
	Residual	2345,119	82	28,599		
	Total	2659,812	84			

Based on the results of the simultaneous test (Test F), if you want to know whether Work Discipline (X1), Work Motivation (X2) have a positive and significant influence together on Performance (Y).

Discussion

This research was conducted based on the results of tests that were carried out to

determine the effect of work compensation and work motivation on employee performance at PT Prakarsa Alam Segar. So it can be explained through the results of the discussion of SPSS Statistics version 26 and expert theories as follows:

Effect of Work Compensation (X1) on employee performance (Y)

Testing Hypothesis 1 (H1): Work Compensation (X1) has a positive but not significant influence on employee performance (Y).

Based on the results of the analysis from the test above, it can be seen that for the Work Compensation variable, the t-count value was 1.577 (>) 1.989 t - table with sig. 0.119 > 0.05 or a significant value of 0.05. Therefore, Ho is accepted and Ha is rejected, which means that partially compensation has a positive but not significant effect on employee performance.

T Test Results (Partial Test) Work Discipline Variable (X2)

Testing Hypothesis 2 (H2): There is an influence between work motivation (X2) on employee performance (Y).

Based on the results of partial hypothesis testing (T Test) above, it shows that Work Motivation (X2) has a positive but not significant effect on employee performance (Y) at PT Prakarsa Alam Segar with a t - calculated value of 2,430 (>) greater than at t - table 1.989 with a significance level of 0.000 (<) smaller than the significance of 0.05 so, it can be concluded that work motivation (X2) has a positive but not significant effect on employee performance at PT Prakarsa Alam Segar. So, the research carried out is also in accordance with previous research from (Ahmad Gunawan, 2020). Where partially work motivation (X2) has a positive but not significant effect on employee performance (Y) at PT Prakarsa Alam Segar, which means Ha is accepted and Ho is rejected.

The Influence of Work Compensation (X1) and Work Motivation (X2) on Employee Performance (Y)

Based on the results of simultaneous hypothesis testing (f-test) which shows that the independent or independent variables (Work Compensation and Work Motivation) have a positive and significant influence together on the dependent or dependent variable (employee performance). Based on the table f value, it is 3.11 and the calculated f value is 5.502. So, the calculated f value is greater than the table f value (5.502 > 3.11). So Ho is rejected and Ha is accepted. Furthermore, it can be concluded that the independent variables consisting of Work Compensation (X1), Motivation (X2) have a significant influence on Performance (Y). So the third hypothesis (H3) which states that there is an influence of Compensation (X1), Work Motivation (X2) on Employee Performance (Y) of PT Prakarsa Alam Segar is accepted.

CONCLUSION

Based on the results of research and discussion in which the author analyzes work discipline as variable X1, work motivation as variable X2 and employee performance as variable Y, at PT Prakarsa Alam Segar the author draws the following conclusions:

1. In the T Test for the Work Compensation variable, the calculated t value is smaller than the t table value of 1.557 (<) 1.989 with a significance level of 0.119 (>) greater than the significance level of 0.05. So data analysis shows that work compensation does not have a significant effect on employee performance.
2. In the same test, namely the Work Motivation T Test, the calculated t value is greater than the t table value (2.430 > 1.989) with a significance level of 0.017 (>) smaller than 0.05. So data analysis shows that work motivation has a significant effect on employee performance.
3. In the F test, the Work Discipline and Work Motivation variables have a calculated f value

that is greater than the t table (5.502 > 3.11) with a significance level of 0.000 (>) smaller than 0.05. So the results of data analysis show that Work Discipline and Work Motivation have a significant effect on employee performance.

REFERENCES

Aprilia, A., Pongtuluran, Y., & ... (2020). Pengaruh Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Karyawan Hotel Grand Kartika Samarinda. *Jurnal Ilmu Manajemen ...*, *4*(1), 47–56. https://journal.feb.unmul.ac.id/index.php/JIMM/article/view/3446

Dewi Susita, Widya Parimita, & Sofiana Setyawati. (2020). Pengaruh Motivasi Kerja Dan Komitmen Organisasi Pada Kinerja Karyawan Pt X. *JRMSI - Jurnal Riset Manajemen Sains Indonesia*, *11*(1), 185–200. https://doi.org/10.21009/jrmsi.011.1.010

Gardjito, A. H., Musadieq, M. Al, & Nurtjahjono, G. E. (2014). Pengaruh Motivasi Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan (Studi pada Karyawan Bagian Produksi PT. Karmand Mitra Andalan Surabaya). *Jurnal Administrasi Bisnis (JAB)*, *13*(1), 1–8. https://www.academia.edu/36161486/PENGARUH_MOTIVASI_KERJA_DAN_LINGKUNGA N_KERJA_TERHADAP_KINERJA_KARYAWAN_Studi_pada_Karyawan_Bagian_Produksi_P T_Karmand_Mitra_Andalan_Surabaya

Gunawan, A., Sucipto, I., & Suryadi. (2020). Pengaruh Motivasi Kerja dan Kompensasi Terhadap Kinerja Pada Kantor Desa Pasirsari Kecamatan Cikarang Selatan Kabupaten Bekasi. *Jurnal IKRA-ITH Ekonomika*, *3*(1), 1–12.

Hidayah, S., Jumawan, J., Dharmanto, A., Hadita, H., & Meutia, K. I. (2021). Pengaruh Hubungan Antar Manusia Dan Lingkungan Kerja Terhadap Kinerja Pegawai Selama Masa Pandemi Covid-19. *Jurnal Ilmiah Manajemen Ubhara*, *3*(2), 142. https://doi.org/10.31599/jmu.v3i2.991

Hustia, A. (2020). *Pengaruh Motivasi Kerja , Lingkungan kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Perusahaan WFO Masa Pandemi*. *10*(1), 81–91. https://doi.org/10.32502/jimn.v10i1.2929

Jayadi, J., & Triastuti, Y. (2017). Analisis Faktor-Faktor Yang Mempengaruhi Kinerja Pegawai Di Kso Sucofindo-Surveyor Indonesia. *Jurnal Pengembangan Wiraswasta*, *18*(3), 243–260. http://ejurnal.stieipwija.ac.id/index.php/jpw/article/view/55

KENELAK, D., PIO, R., & KAPARANG, S. (2016). Pengaruh Kompensasi Terhadap Kinerja Karyawan Pada Koperasi Serba Usaha Baliem Arabica Di Kabupaten Jayawijaya. *Jurnal Administrasi Bisnis (Jab)*, *4*(4), 1–10.

Kesuma, B. A. (2022). *MEDIA PADA PT BANK TABUNGAN PENSIUNAN NASIONAL (BTPN) CABANG JAMBI*. *11*(01), 27–37.

Kristiana, A., Syaifulloh, M., & Riono, S. B. (2021). Analisa Faktor Faktor Yang Mempengaruhi Kinerja Karyawan Di Rsu Islami Mutiara Bunda. *Value : Jurnal Manajemen Dan Akuntansi*, *16*(1), 104–114.

Kurniawan, K. (2020). Pengaruh Kompensasi Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada (Dinas Pehubungan Kota Makassar Tahun 2019-2020). *Niagawan*, *9*(2), 114. https://doi.org/10.24114/niaga.v9i2.19037

Manajerial, J., Kewirausahaan, D., Mempengaruhi, F.-F. Y., Karyawan, K., Anugrah, P. J., Septiana, J., Oey, D., & Widjaja, H. (2020). *Septiana dan Oey: Faktor-Faktor yang Mempengaruhi Kinerja Karyawan.... II*(3), 643–652.

Masturi, H., Hasanawi, A., & Hasanawi, A. (2021). Jurnal Inovasi Penelitian. *Jurnal Inovasi Penelitian*, *1*(10), 1–208.

Miskiani, K. A., & Bagia, I. W. (2020). Peningkatan Kinerja Karyawan melalui Motivasi Kerja Disiplin Kerja. *Prospek: Jurnal Manajemen Dan Bisnis*, *2*(2), 120–129.

Muljani, N., Pengajar, S., Ekonomi, F., Katolik, U., & Surabaya, W. M. (2002). Kompensasi Sebagai Motivator Untuk Meningkatkan Kinerja Karyawan. *Jurnal Manajemen & Kewirausahaan Jurusan Ekonomi Manajemen*, *4*(2), 108–122. http://puslit.petra.ac.id/journals/management/

Robert, M., & Cinitki, A. (n.d.). *Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan Pada Badan Penyelenggara Jaminan Sosial (Bpjs) Ketenagakerjaan Cabang Sudirman Jakarta*. *3*, 101–111.

Rohaeni, H. (2016). Model Gaya Kepemimpinan dan Motivasi terhadap Kinerja Pegawai. *Jurnal ECODEMICA*, *4*(1), 32–47.

https://ejournal.bsi.ac.id/ejurnal/index.php/ecodemica/article/view/294

Rusdia, U., & Kurnaeti Jonson, E. (2021). Motivasi Kerja Pegawai Dalam Rangka Meningkatkan Kinerja Di Dinas Kebudayaan Dan Pariwisata Kabupaten Bandung Barat. *Jurnal JISIPOL Ilmu Pemerintahan Universitas Bale Bandung*, *5*(1), 65–83.

Santosa, J., & Rosanto, O. (2019). PENGARUH KOMPENSASI TERHADAP KINERJA KARYAWAN PADA PT. ASURANSI BANGUN ASKRIDA CABANG JAKARTA Oki Rosanto. *Aktiva*, *3*(2), 123–132.

Sinambela, L. P. (2016). *Sumber Daya Manusia*. P.T Bumi Aksara Jakarta.

Sugiyono. (2017). *Desain Penelitian*. Alfabeta.

Sugiyono. (2018). *Metode Penelitian Kuantitatif* (Cet 1). Alfabeta.

Susan, E. (n.d.). *MANAJEMEN SUMBER DAYA MANUSIA*.