



A REVIEW LITERATURE EMPLOYEE PERFORMANCE MODE: LOCUS OF CONTROL, MOTIVATION, JOB SATISFACTION AND COMPENSATION

Desi Permata Sari¹⁾, Nandan lima Krisna²⁾

¹⁾Universitas Putra Indonesia “YPTK” Padang, Desipermatasari735@gmail.com

Corresponding Author: Desi Permata Sari

Abstract: This study aims to determine the model of employee performance that is influenced by locus of control, motivation and job satisfaction and compensation. The method of writing scientific articles is to use qualitative methods and library research. The results of this literature article are: locus of control has a positive and significant effect on employee performance, motivation has a positive and significant effect on employee performance, job satisfaction has a positive and significant effect on employee performance, and compensation has a positive and significant effect on employees.

Keywords: Employee Performance, Locus Of Control, Motivation And Job Satisfaction And Compensation

INTRODUCTION

Organizational human resources is a very effective factor in the efficiency and effectiveness of the organization. There is a need for existing human resources to contribute to the implementation of the organization. There are several factors that influence - this goal includes factors of locus of control, motivation, job satisfaction and compensation so as to assess employee performance. According to (Mangkunegara, 2017) found that performance is the result of work in quality and quality achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Employee performance is the result of work achieved by a person in carrying out the tasks assigned to him to achieve work targets. Employees can work well if they have high performance so that they can produce good work. Employee performance is one of the determining factors for the success of an agency or organization in achieving its goals.

Many factors affect employee performance including locus of control, motivation, job satisfaction and compensation.

According to Widyaningrat (2014) locus of control is an action within a person in controlling themselves related to success or failure. Every human being has the ability to control themselves, both in determining good things, and in guarding themselves from things that will have a bad impact

Good performance can be obtained one of them through motivation. Giving motivation is a process of motivation given to employees in such a way that it supports employee performance and wants to work sincerely. Motivation is a force within a person that will influence the intended direction, intensity and continuity of voluntary action to realize goals that have become common goals in addition to locus of control, motivation, job satisfaction is an important factor in performance appraisal.

Job satisfaction is a feeling that supports or does not support employees related to their work or condition.

According to (Koesmono, 2014) that job satisfaction is an assessment, feeling or attitude of a person or employee towards his work and related to the work environment is the fulfillment of several desires and needs through work or work activities.

Compensation is something that employees receive as a substitute for their service contribution to the organization. Compensation is also the main driver of employees to work, because with compensation in the form of financial employees can meet their needs, in other words compensation can affect employee performance (Dewi, 2016).

Tabel 1.
Journal and Publisher Distribution

No	Article Name	Author(S)	Journal	Publisher	Tahun
1	The Effect Of Locus Of Control And Communication Toward Employee Performance	(Soleh Et Al., 2020)	Msdj : Management Sustainable Development Journal	Google Scholar	2020
2	The Effect Of Locus Of Control On Employees' Job Satisfaction	(Yuwono Et Al., 2020)	A Multifaceted Review Journal In The Field Of Pharmacy	Emeraldinsight	2020
3	The Effect Locus Of Control And Organizational Culture Toward Employee Performance With Organizational Commitments As Intervening Variable	(Mulyani Et Al., 2019)	Jema: Jurnalilmiahbid angakuntansida nmanajemen	Emeraldinsight	2019
4	Internal Locus Of Control Affect Job Performance Of	(Poespowidjojo Et Al., 2019)	International Journal Of	Google Scholar	2019

	Commercial Television In Indonesia Context Mediation Of Job Embeddedness		Innovative Technology And Exploring Engineering (Ijitee)		
5	Motivation On Job Satisfaction And Employee Performance	(Adelinadkk, 2020)	International Research Journal Of Management, It & Social Sciences	Emeraldinsight	2020
6	The Effect Of Motivation On Employee Performance	(Kuswati, 2020)	Budapest International Research And Critics Institute (Birci-Journal) : Humanities And Social Sciences	Emeraldinsight	2020
7	The Effect Of Work Motivation Toward Employee Performance At Pt. Permodalan Nasional Madani (Persero) Jakarta	(Rusli, 2020)	Jurnal Ilmu Sosial Politik Dan Humaniora	Google Scholar	2020
8	The Impact Of Locus Of Control On Workplace Stress And Job Satisfaction: A Pilot Study On Private-Sector Employees Co-Creation	(Padmanabhan, 2021)	Current Research In Behavioral Sciences	Elsevier	2021
9	The Impact Of Locus Of Control On Job Stress, Job Performance And Job Satisfaction In Taiwan	(Chen & Silverthorne, 2008)	Journal Of Indian Business Research	Emerald Insight	2008
10	The Impact Of Professionalism, Locus Of Control, And Job Satisfaction On Auditors' Performance: Indonesian Evidence	(Dali & Mas'ud, 2014)	International Journal Of Business And Management Invention	Emerald	2014
11	Analysis Of Effect Of Compensation And Motivation On Employee Performance: Study In Pt. Xyz Medan	(Susi Handayani, 2021)	Proceeding International Seminar On Islamic Studie	Google Scholar	2021

12	The Effect Of Work Motivation And Compensation On Employee Performance	(Pangastuti & Dkk, 2020)	International Journal Of Multicultural And Multireligious Understanding (Ijmmu)	Google Scholar	2020
13	Effect Of Compensation On Employee Satisfaction And Employee Performance	(Saman, 2020)	INTERNATIONAL JOURNAL OF ECONOMICS, BUSINESS AND ACCOUNTING RESEARCH (IJEBAR)	Google Scholar	2020
14	Effect Of Compensation And Discipline On Employee Performance	(Arif Et Al., 2019)	International Conference On Accounting, Business & Economics	Google Scholar	2019
15	The Effect Of Compensation On Satisfaction And Employee Performance	(Darma & Supriyanto, 2017)	Management And Economics Journal	Google Scholar	2017

Table 2.
Articles Category Based on the Subject

No	Article Name	Objectives	Findings	Recommendations
1	The Effect Of Locus Of Control And Communication Toward Employee Performance	The Purpose Of This Study Was To Determine The Effect Of Locus Of Control And Communication Toward Employee Performance In Bank Indonesia Representative Office Of Bengkulu Province	The Results Showed That Locus Of Control And Communication Had A Positive And Significant Effect Partially And Simultaneously Toward Employee Performance In Bank Indonesia Representative Office Of Bengkulu Province	The greater the locus of control of the employees of the Bank Indonesia Representative Office in Bengkulu Province will also improve performance. This illustrates that with employee self-control, employee performance will increase. This condition also shows that with good communication between employees and management and between employees and other employees, performance can be improved
2	The Effect Of Locus	This Study Aims To	Concluded That The	So That In Order To Increase Job

	Of Control On Employees' Job Satisfaction	Determine The Significant Effect Both Jointly And Partially From Internal Locus Of Control And External Locus Of Control On Employee Job Satisfaction	Internal Locus Of Control Owned By Grapari Telkomsel Employees Has A Positive And Significant Effect On Job Satisfaction. Meanwhile, Grapari Telkomsel Surabaya Employees Who Have External Locus Of Control Have A Negative And Significant Effect On Their Job Satisfaction	Satisfaction, Grapari Telkomsel Surabaya Employees Are Better Off Having High Internal Locus Of Control And Low External Locus Of Control. Furthermore, It Is Known From The Analysis That The Internal Locus Of Control Variable Is The Most Dominant Variable In Influencing Job Satisfaction. It Is Known Through The Original Sample Value That The Highest Direct Effect On Job Satisfaction Is Obtained By The Internal Locus Of Control Variable.
3	The Effect Locus Of Control And Organizational Culture Toward Employee Performance With Organizational Commitments As Intervening Variable	This Study Aims To Examine The Influence Of Locus Of Control And Organizational Culture Toward Employee Performance With Organizational Commitment As An Intervening Variable	The Results Of This Study Indicate That There Is A Direct Relationship Between Locus Of Control And Organizational Culture Toward Organizational Commitment And Employee Performance. Also, There Is An Indirect Effect Between Locus Of Control And Organizational Culture Toward Employee Performance With Organizational Commitment As An Intervening Variable	
4	Internal Locus Of Control Affect Job Performance Of Commercial Television In Indonesia Context Mediation Of Job Embeddedness	This Study Aims To Examine Job Embedding As A Variable Mediator Of The Effect On Job Performance Of Internal Control Locus	The Result Shows That Job Embedding Plays A Major Role In Mediating The Effects On Job Performance From The Internal Locus Of Control. It Means Employees With A High Internal Control Locus Are Embedded In Their Jobs And Display High Organizational Performanc	
5	Motivation On Job Satisfaction And	This Study Aims To Study The Effect Of	The Results Show That Motivation Has A	The Implications Of This Study Emphasize The Need To

	Employee Performance	Motivation On Job Satisfaction And Employee Performance	Significant Positive Effect On Job Satisfaction And Employee Performance. The Findings Of This Study Also State That Job Satisfaction Has A Significant Positive Effect On Employee Performance.	Improve Adaptive Performance So That Companies Can Always Keep Abreast Of Developments In The Face Of Increasingly Fierce Competition
6	The Effect Of Motivation On Employee Performance	This Research Is Motivated By The Decline Of Employee Performance Over A Period Of Time Which Results In The Realization Of The Work Not Fully Achieving The Specified Targets	The Results Of This Study Provide Recommendations That Majalengka Regency Education Office Should Focus On Increasing Work Motivation By Considering Physiological Needs Such As Providing Incentives Or Transportation Fees, Food Allowances And So Forth.	Determination Of The Awarding Of Compensation Depends On The Contribution Made To The Majalengka Regency Education Office
7	The Effect Of Work Motivation Toward Employee Performance At Pt. Permodalan Nasional Madani (Persero) Jakarta	This Research Aims To Know The Condition Of Intrinsic Motivation And Extrinsic Motivation Pt. Permodalan Nasional Madani (Persero) Jakarta	He Results Proved That The Motivation Of Intrinsic Work And Motivation Of Extrinsic Work Have A Simultaneous Influence On The Employee's Performance	It Is Hoped That Researchers Can Then Use Other Variables Such As Organizational Culture, Job Satisfaction, And Employee Commitment
8	The Impact Of Locus Of Control On Workplace Stress And Job Satisfaction: A Pilot Study On Private-Sector Employees Co-Creation	The Current Study Was An Attempt To Investigate The Role Of Locus Of Control On Work Stress And Job Satisfaction	Results Also Showed That Work Locus Of Control And Workplace Stress Was Found Positively Correlated; Work Locus Of Control And Job Satisfaction Were Found Negatively Correlated; Workplace Stress And Job Satisfaction Were Negatively Correlated	that work locus of control and workplace stress were found to be positively correlated; locus of control and job satisfaction were found to be negatively correlated; stress at work and job satisfaction are negatively correlated
9	The Impact Of Locus Of Control On Job Stress, Job Performance And Job Satisfaction In Taiwan	The Purpose Of This Paper Is To Examine The Relationships Between Locus Of Control And The Work-Related Behavioral Measures Of	The Findings Indicate That One Aspect Of An Accountants' Personality, As Measured By Locus Of Control, Plays An Important Role In	Individuals with a higher internal locus of control are more likely to have lower levels of job stress and higher levels of job performance and satisfaction.

		Job Stress, Job Satisfaction And Job Performance In Taiwan.	Predicting In The Level Of Job Satisfaction, Stress And Performance In Cpa Firms In Taiwan. Individuals With A Higher Internal Locus Of Control Are More Likely To Have Lower Levels Of Job Stress And Higher Levels Of Job Performance And Satisfaction.	
10	The Impact Of Professionalism, Locus Of Control, And Job Satisfaction On Auditors' Performance: Indonesian Evidence	His Study Aims To Examine And Explain The Effect Of Professionalism And Locus Of Control To Job Satisfaction And Performance Of Auditors	The Research Results Indicated That Auditors' Professionalism Can Increase Job Satisfaction. Similarly, Locus Of Control Has Significant Effect To Job Satisfaction Of Auditors. High Job Satisfaction Will Improve Significantly The Auditors' Performance. Most Apip Perceived That Performance Achievement Had Not Been Good In Quantity	High job satisfaction will significantly improve auditor performance. Most of the APIPs assessed that the performance achievement was not good in terms of quantity.
11	Analysis Of Effect Of Compensation And Motivation On Employee Performance: Study In Pt. Xyz Medan	The Purpose Of This Study Was To Determine Whether Compensation And Motivation Together (Simultaneously) Or Separately (Partially) Have A Significant Effect On Employee Performance At Pt. Xyz Medan.	The Purpose Of This Study Was To Determine Whether Compensation And Motivation Together (Simultaneously) Or Separately (Partially) Have A Significant Effect On Employee Performance At Pt. Xyz Medan.	Increase compensation and motivation so that it will have a greater effect on employee performance
12	The Effect Of Work Motivation And Compensation On Employee Performance	Then The Purpose Of This Research Is To Determine The Effect Of Work Motivation And Compensation On Employee Performance	The Results Of The Research Are As Follows: 1). Work Motivation Has A Positive And Significant Effect On Employee Performance, 2). Compensation Has A Positive And Significant Effect On Employee Performance, 3). Work Motivation And	

			Compensation Together Affect Employee Performance By 33.7% And By 66.3% Influenced By Variables Outside This Research.	
13	Effect Of Compensation On Employee Satisfaction And Employee Performance	This Study Aims To Determine The Effect Of Compensation On Job Satisfaction And The Effect Of Compensation On Employee Performance In The Mining Company	The Results Of This Study Reveal That Compensation Has A Significant Effect On Job Satisfaction, In Addition, Compensation Also Has A Significant Effect On Employee Performance.	Compensation has a positive and significant effect on company performance employees. This shows that p Increased compensation can improve performance employees at the Company's mines
14	Effect Of Compensation And Discipline On Employee Performance	This Study Aims To Determine The Effect Of Compensation And Work Discipline On Performance At The Office Of Highways And Construction Of The Road And Bridge Technical Implementation Unit Of North Sumatra Province.	The Results Showed That Partially, There Was A Positive And Significant Effect Between Compensation On Employee Performance	Granting compensation in improving the performance of employees at the Department of Highways and Development Construction Technical Implementation Unit of Roads and Bridges in North Sumatra Province has been pretty good, so should the effort to maintain the compensation measures so that the performance achieved with the maximum permanent employees
15	The Effect Of Compensation On Satisfaction And Employee Performance	This Research Aim Is To Determine The Effect Of Compensation On Employee Satisfaction And Employee Performance And Employee Satisfaction To Mediate The Effect Of Compensation On Employee Performance	The Results Show That Compensation Affects On Employee Satisfaction And Employee Performance At Pt. Telekomunikasi Indonesia. Employee Satisfaction Can Mediate The Effect Of Compensation On Employee Performance	It can be concluded that compensation at PT. Telekomunikasi Indonesia has been classified as good and can improve employee satisfaction and employee performance

RESULT AND DISCUSSION

This article is organized systematically by determining the context and knowing the articles in mini-reviews. Referring to the reviews in tables 1 and 2, it can be seen that various opinions regarding the positive and significant influence of motivation, leadership and organizational culture on employee performance.

Or further researchers are expected to develop more variables that affect employee performance because during the research researchers still found many other variables such as facilities and infrastructure, incentives, technology and coordination and many others

CONCLUSION

When employees can control themselves, it means that if they increase their locus of control, their performance will also increase. Employees who have high motivation to devote their abilities to improve performance. In addition, the leadership is deemed necessary to create and maintain conditions in which employees always feel happy to work. Employees who have high motivation tend to feel more satisfied at work. Employees who are satisfied with their work and environment will increase their motivation to improve their abilities, which will improve their performance

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