

THE EFFECT OF COMPENSATION AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT SEMEN INDONESIA LIMITED COMPANY

Ratna Ursula Setiadi¹, Pompong Budi Setiadi² & Indroyono³

¹lecturer of S-1 Management Program and S-2 Management Magister Program

²lecturer of S-1 Management Program and S-2 Management Magister Program

³Student S-2 Management Magister Program

Higher Education of Economy Science of Mahardhika Surabaya

ABSTRACT

The objectives of research are discussed as follows: (1) to understand and to analyze whether compensation and work motivation are influential simultaneously to employee performance at PT. Semen Indonesia (Persero) Tbk; (2) to understand and to analyze whether compensation and work motivation are influential partially to employee performance at PT. Semen Indonesia (Persero) Tbk; and (3) to understand and to analyze which one is from compensation and work motivation with the most dominant effect on employee performance at PT. Semen Indonesia (Persero) Tbk. Method of research is quantitative and the references are taken from Sugiyono, Simamora Triton Nugroho, and Ridwan and Akdon). Result of research indicates that (1) compensation and work motivation are positively, significantly, and simultaneously influential to employee performance at PT. Semen Indonesia (Persero) Tbk; (2) compensation and work motivation are positively, significantly, and partially influential to employee performance at PT. Semen Indonesia (Persero) Tbk; and (3) work motivation has the dominant effect on employee performance at PT. Semen Indonesia (Persero) Tbk.

Keywords: Compensation, Motivation, Performance, and Limited Company.