

ABSTRACT

This study began with the discovery of problems with employee performance. The problems seen in this study are employee performance caused by compensation and motivation. This study aims to determine the effect of compensation and motivation on employee performance both partially and simultaneously at PT. Hikmah Aulia Kaca. The method used is a descriptive and verification method with a sample size of 70 respondents. While for data collection techniques used in this study are observation, interviews and questionnaires. And for the analysis methods used include multiple linear regression, multiple correlation and coefficient of determination.

The results of this study indicate that there is a positive and significant influence simultaneously and partially. Simultaneously the influence of compensation (X_1) and motivation (X_2) on employee performance (Y) is 76.1% while partially the influence of compensation (X_1) on employee performance (Y) gives an influence of 36.9% and motivation (X_2) affects employee performance (Y) gives an influence of 39.2% it can be concluded that compensation (X_1) and motivation (X_2) have a significant influence on Employee Performance (Y) at PT. Hikmah Aulia Kaca.

Keywords: Compensation, Motivation, Employee Performance