

ABSTRACT

The Effect of Compensation and Work Motivation on Employee Performance at the Customs and Excise Supervision and Service Office Type C Pangkal Pinang

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The purpose of this study was to determine the effect of compensation and motivation on employee performance. The research method used is quantitative method and this research is descriptive. This research was conducted at the Customs and Excise Service Supervision and Excise Office Type C Pangkal Pinang. The variables used in this study are compensation and work motivation as independent variables, and employee performance as the dependent variable. The results show that compensation and work motivation as independent variables have a simultaneous effect on employee performance as the dependent variable has a positive and significant effect simultaneously on employee performance, this is evidenced by a significant value of $0.00 < 0.05$ and $f \text{ count} > f \text{ table}$ $36,361 > 3.18$. Then this study also shows that partially compensation has a positive and significant effect on employee performance, as evidenced by the t -count value which is greater than the t -table value, namely $2.114 > 1.674$. Then work motivation also has a positive and significant effect on employee performance, as evidenced by the value of $t \text{ count} > t \text{ table}$, which is $6.495 > 1.674$.

Keywords: *Compensation, Work Motivation, Employee Performance*