

ABSTRACT

THE INFLUENCE OF MOTIVATION, COMPENSATION, WORKLOAD, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE: AN EMPIRICAL STUDY AT PT BANK XYZ AREA JAKARTA.

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The banking industry is a form of financial institution that has a very important role. Global economic conditions greatly influence the banking sector in a country. The banking industry experienced positive growth. According to Bugis & Anggraini (2023), the increase in the value of a company is determined by the performance produced by employees. services and services provided by employees during operations can influence the level of supply. A consumer or customer is said to be satisfied if he is happy and has strong behavior to use or buy again regularly a product or service. Leonard, Kimberlee (2019) To improve a company's business performance, employees are needed who are able to complete their work because employee performance really determines the overall success of the company. This research used 67 samples obtained from the Slovin method. The data analysis technique in this research uses SPSS software. The results of this research can be stated that the motivation and workload variables have a significant positive influence on performance, however for the compensation and work discipline variables there is no positive and significant influence on employee performance. However, overall the variables studied, namely motivation, compensation, workload and work discipline, were stated to simultaneously have a positive effect on employee performance.

Keywords: Motivation, Compensation, Workload, Work Discipline and Employee Performance