

ABSTRACT

The work motivation of PT Mustika Ratu Bandung Branch employees is considered as good. This is evidence in the attendance records of its employees, as attached which recorded that in 2015, 18.95% of employees were absent and the figure of absent employees was down to 13.90% in 2016. Such achievement is possible due to a good implementation of a compensation system that reasonable, fair, and sufficient and meets the individual employee needs working in the company. Despite several aspects have yet met the needs of the employees, it should not refrain the company to be successful and expanding its business. The company should continue to improve what needs to be improved according to the employee needs.

The aim of this research is to find out the influence of compensation provided by the company to the employees, the level of employee motivation to the company and the impact of compensation system of PT. Mustika Ratu Bandung Branch to the motivation of its employees.

The author employed a quantitative method in this research and data collection was made through the distribution of questionnaires to all 125 employees working in PT. Mustika Ratu Bandung Branch. The author used nonprobability sampling technique where the number of questionnaires distributed is equal to the number of employees. To interpret the result, the author used descriptive and simple linear regression analysis.

The result of data processed shows that the employee perception on the compensation provided by the company and the level of an employee working motivation is weak. As for the compensation, it positively affects the work motivation of the employees in PT. Mustika Ratu Bandung Branch.

The company must improve the implementation of its compensation systems so that future compensation will be fairer, reasonable, and sufficient and align with the employee performance to improve work motivation.

Keywords: Compensation, Work Motivation, Simple Linear Regression.

