

ABSTRACT

PR. Padud Jaya is a company engaged in the tobacco field, the tobacco market which is occupied by padud jaya is the tobacco slice and at that time padud jaya was the first tobacco slice company in banjar city. Base the results of preliminary studies and interviews, the ammount production of padud jaya experienced a significant decrease from 2015 to 2018 and the difference with the target was too far. The provision of compensation by Padud Jaya is still felt to be unsatisfied by employees, this is due to the factor of benefits and annual leave that is still not in line with the expectations of employees and there are still employees who are given a salary below the UMR. The work motivation of Padud Jaya employees in 2018 was absent in the fluctuating category and the lowest percentage occurred in the fourth trimester as much as 38.1%.

This study aims to determine how compensation in Padud Jaya, the level of employee motivation and how the performance of Padud Jaya employees. And to find out the effect of compensation partially on performance, the influence of motivation on employee performance partially, and the simultaneous effect of compensation and motivation on the performance of Padud Jaya employees.

The research method used in this research is quantitative methods, descriptive & causal types of research, and using multiple linear regression analysis. The sample technique in this study was non probability sampling, namely by distributing questionnaires to 92 Padud Jaya employees. Data from the distribution of questionnaires were processed using SPSS version 20.

The result showed that the compesation variable in Padud Jaya was sufficient, the motivation variable in Padud Jaya was high, and the employee perfomance variable in Padud Jaya was relatively good. Partially and simultaneously, compensation and motivation influence positively and significantly on employee performance.

The company should add a benefit facility that can increase employee commitment and performance, such as family benefits. As well as generalizing the annual leave for all employee. Suggestions for futher research are expected to use different research methods such as qualitative methods, so that it can be seen the correlation between the variables studied.

Kerywords: Compensation, Motivation, and Employee Performance.