

ABSTRACT

Increasing of employee performance tends not be separated from company's ability to meet the demands of employees. These demands can be remuneration according with the expectations of the employees who fill the expectations of equitable and competitive. Developing human resources cannot be separated from motivation aspect. Employees performed well for the sake of company, while the company provides motivation and remuneration corresponding to the performance that has been granted to employees.

This research was conducted at PT Puri Pustaka on Canal Road Martanegara 8 Bandung, West Java. This study examined the effect of the remuneration system and work motivation on employee performance.

This research method are descriptive and causal with quantitative approaches. The analysis technique of data in this study uses some multiple linear regression analysis. Researcher using saturation sampling which makes the entire population of employees of PT Puri Pustaka with amount to 37 people as an object, where the data collection was acquire with questionnaire and literature techniques.

Descriptive result analysis showed that employees of PT Puri Pustaka already sense the system of remuneration given by PT Puri Pustaka with average value percentage of 79.9%. While work motivation the company already owned the higher average values with 81.18% and that percentage performance has a good result with 88.17%. The results showed that the partial remuneration significant effect on the performance of employees, partial work motivation significant effect on employee performance and simultaneous system of remuneration and motivation have a significant effect on employee performance.

Based on the results, the suggestion are every part of the remuneration system must be considered to suit the employees' expectation, the supervisor need to motivate the subordinates in order to have the same desire to reach the better position in the company, and the cooperation need to be develop as well to create a better task accomplish.

Keyword: Remuneration System, Work Motivation, Employee Performance