

## **ABSTRACT**

*Covid-19 impacting tourism sector, PT. Arya Putra Prima is one of the companies engaged in the field of tourist transportation in Indonesia, with policies related to restrictions on people's movements affecting the performance and operations to the finances of the company. It is certain that employees in the company will have an effect on both performance and psychological, so researchers are interested in examining this phenomenon through a work motivation approach as a mediation of compensation on employee performance.*

*The type of research that the researcher uses is descriptive quantitative research, with X variables namely Compensation, Y1, Work Motivation and Y2 Employee Performance. The sampling technique used in this study is a non-probability sampling technique with saturated sample type due to the lack of population at PT. Arya Putra Prima. The data analysis technique uses path analysis in SmartPLS software.*

*Based on data processing, it was found that all existing variables had a response in the good category. The results of the hypothesis test are that compensation affects work motivation, work motivation affects employee performance, and motivation mediates the effect of compensation on employee performance.*

**Keywords:** *Covid 19, Tourism Companies, Employees, Compensation, Work Motivation, Employee Performance*