

ABSTRACT

This research is motivated by problems related to how companies can improve employee performance so that they can support the success of achieving company goals. The problem is based on with a decrease in employee performance which has an impact on company performance. One of the factors in the decline in performance is the lack of compensation and motivation provided by the company. This study aims to determine and analyze the effect of compensation and motivation on the performance of the Maxim Online Ojek Driver Partners in Pekalongan City.

The research method used in this research is quantitative method with descriptive-causality research type. Sampling was carried out with non-probability sampling techniques used were: the sampling technique is saturated with the number of respondents 56 respondents being employees of the Maxim Online Ojek Driver Partner in Pekalongan City. The data analysis technique used was descriptive analysis and multiple regression analysis.

Based on the results of descriptive analysis, compensation is included in the good category with a percentage of 79.25%, then motivation is included in the good category with a percentage of 72.83% and employee performance is also included in the good category with a percentage of 80.9%. Based on the results of the study, it shows that compensation and motivation have a significant partial and simultaneous effect on the performance of the Maxim Online Ojek Driver Partners in Pekalongan City by 82.3% while the remaining 17.7% is influenced by other variables not examined in this study

Keywords : Compensation, Motivation, Employee Performance.