



DECENT COMPENSATION SUPPORTS MOTIVATION EMPLOYEE WORK (Study at PT. WANGTA AGUNG in Surabaya)

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ABSTRACT

The human resource factor plays an important role in a company and has an important meaning in achieving the company's goals, because no matter how advanced the equipment used by the company is without the human element running it, the equipment will not function properly. Such is the importance of employees for the company. According to the company to give good attention to its employees, for example, giving proper compensation. Decent rewards received by employees are expected to meet the needs of employees personally and socially, so that employees get satisfaction in doing their jobs so that when they work they can work well, be more serious and have high work motivation. This studies become performed with the intention of knowing the impact of compensation on employee motivation at PT. Wangta Agung Shoe Production Division. While the purpose of this research is to find out how the implementation of compensation provided by PT. Wangta Agung to his employees. To find out a description of the work motivation of employees at PT. Great Wang. To find out how compensation can provide work motivation to the work of employees at PT. Great Wang. Improving employee work, the company should pay more attention to the policy of providing wages (compensation) to employees considering that the provision of wages is an incentive for employees to be more concentrated and more active in work (motivating). The existing compensation system is already considered good by employees. Currently the company only needs to maintain the system that has been running well. If it is deemed possible, increasing employee wages seems to be a good way to increase employee morale. With increasing employee work, it will encourage an increase in the number of company production well.

Keywords: Human Resources, Company, Employees

INTRODUCTION

In a company operates by combining existing resources, to produce products and services that can be marketed and can achieve goals in accordance with what the company expects. These resources are usually in the form of capital, people, machines. If all these resources can be managed properly, it will make it easier for the enterprise to gain its goals. assets that the most essential thing a company should have. And what management really cares about is the people of the company. The person or human is a resource that is always present in the organization and has a very important role in determining whether or not a company's goals are achieved. Human Resources can affect the efficiency and effectiveness of the company, as well as layout and bring goods and offerings, display their fine, market their products, allocate existing human resources, determine company goals. The importance of Human assets for the survival and progress of the employer, the enterprise have to pay special interest to this aspect of production and naturally the owner of the company views human resources as extra than simply business enterprise assets however as partners in commercial enterprise. As a partner in business, resources,

especially employees in the company itself, the company must be able to be fair from its leadership in return for the services it provides, so that it can encourage employees to be more motivated in performance. To encourage employee morale, it is necessary to have a mutually beneficial working dating between the corporation and personnel. Personnel offer proper paintings overall performance for the development of the organisation, even as the corporation presents suitable compensation for the paintings overall performance that personnel have given to their company. Providing compensation could be very critical for employees, because the dimensions of the compensation is a measure of employee performance, so if the compensation gadget supplied by way of the corporation is truthful sufficient for its employees. Will inspire personnel to be better at doing an activity or work within the company. And will be more responsible in carrying out an activity that has been given to their management for them. This compensation can be in the form of direct financial and indirect financial or non-financial. Direct financial compensation includes payments received with the aid of employees within the shape of salaries, wages, bonuses and commissions. oblique repayment, additionally referred to as blessings, consists of all monetary rewards that aren't included via direct repayment. Non-monetary repayment consists of the delight received by using the individual himself from the process, or from the environment the person works in, and this sort of non-financial compensation includes the satisfaction obtained from carrying out meaningful tasks related to the work that has been given. The purpose of compensation carried out by the company, amongst others, is to realize worker performance, ensure equity among personnel, keep personnel, obtain higher pleasant personnel, and the repayment machine have to be capable of inspire personnel.

LITERATURE REVIEW

Macro and micro human resources according to Arifin (2021), namely the notion of macro human sources is the variety of productive age population in a rustic, while the belief of micro human sources is more narrowed in folks who paintings in an organization. Human Resource Management in general is a field of management that specifically studies human relations and roles in corporate organizations. The focus studied in human resource management is only issues related to human labor, both individually and related to the relationship between workers in the company (Pujiastuti, 2022). Human Resource Management or Personnel Management is a company activity to provide a workforce that can work effectively by planning, organizing, directing, and controlling starting from the acquisition, development, utilization, evaluation, maintenance, and maintaining a good workforce, so that the objectives individuals and organizations can be achieved (Noer, 2020). One of the operational functions of Human Resource Management is to manage compensation. A good compensation system will help the business enterprise to obtain its dreams, get, keep, and preserve a effective team of workers. with out right repayment, personnel may have a choice to depart the company or agency. repayment in keeping with Ariandi (2018) is split into two, specifically direct compensation (Direct compensation) inside the shape of salaries, wages, incentive wages and oblique compensation (indirect reimbursement or worker Welfare) in the shape of employee welfare (maternity leave, employee wedding leave, employee holidays). This compensation program differs from one company to another in terms of quantity and quality. This depends on the level of awareness of each company leader about the benefits of a compensation program, as well as depending on the size of the company, which in this case determines the company's ability to provide appropriate compensation and in accordance with its employees. If this can be realized, the lives and welfare of employees will be better. So reimbursement is the whole lot this is received through employees of all remuneration for the work they do in an organization. From the

company's point of view, compensation or remuneration is a cost that must be paid by the company to its employees. Meanwhile, from the employee's factor of view, compensation is seen as a tool to maintain their economic survival to meet their daily needs because it is an undeniable fact that the basic motivation for most people to become employees in an organization is to earn a living. The reality that often occurs in several companies and other organizations, causing problems such as lack of employee motivation, employees feel dissatisfied in giving salaries, decreasing the amount of production, so that it can be detrimental to the company.

RESEARCH METHODS

In this research, the method used is a qualitative method, namely by collecting more and more detailed data about the results of conversations and the behavior of certain people or places, which are not easily disclosed when using statistical procedures. In this research, the researcher tries to describe a setting, an object or a particular event in detail according to what has been obtained in the field for research. The object of research in this writing is Human Resources who are within the scope of the company's environment. Which will be the supporting material for analyzing the data and further evidence. In this study the data in question are respondent data and the system in the implementation of the work of the employees. In this study using descriptive qualitative research so that in answering the problem formulation, we will put forward arguments with evidence in the form of collecting data that we obtained using interviews and literature study.

RESULTS AND DISCUSSION

In this study the data obtained from the employees who were interviewed so that the results of the analysis were compared with the applicable criteria and standards. the researcher displays the results of the questionnaire that has been answered by the crew (50 Orang respondents). The results of distributing questionnaires indicate that the compensation factors according to employees can motivate employees' work are as follows:

a. Salary and wages

That employees are motivated because of salary and wages. they really understand and understand that they will be eager to work hard as long as the salary and wages are in accordance with company procedures that have been given to their employees. Salaries and wages (total score 175) are among the highest scores, so that employees are enthusiastic about working.

b. Bonus

Bonus is a result that employees get every year, a bonus that is different from the basic monthly salary of employees. And bonuses are given to employees who have worked at least 1 year more. And the bonus has (Score 149 .) Bonus is the number two factor after salary provides morale for employees.

c. incentives

Awards or rewards given to motivate workers so that their work productivity is high (total score 147) are not fixed or can change at any time, therefore incentives as part of the benefits are mainly given to employees who excel.

d. Job satisfaction

Employees are very passionate about what they have, especially in work that fulfills employees such as places of worship, canteens, and other places, which they really hope for in job satisfaction. From the assessment of the employees job satisfaction has (total score 142.)

e. Allowance

For employees, the allowance is very important because the fulfillment of a facility for employees. So that employees feel safe, social, recognized and self-actualized so that these employees increase their loyalty to the company. So that benefits can meet employees such as health insurance, and work accident insurance (score 138) from the benefits selected by employees who work for the company.

f. Work environment

In the company, of course, there will be many facilities that can be fulfilled so that employees feel comfortable and at ease while working in their company. Because an employee will feel comfortable with the facilities (places of worship, parking places, places to eat, etc.) so that employees work optimally for their company. (total score 123) of the work environment that can be provided by employees of that size. Compensation can improve work performance and employee motivation. Therefore, the attention of the organization or company to rational and fair regulation is very much needed. If employees perceive that compensation is inadequate, work performance or performance, motivation and job satisfaction tend to decrease. then each company will be different in the provision of compensation. The general arrangement of imparting (reimbursement) remuneration for personnel and executives in the shape of economic and items and services obtained with the aid of anybody (worker) in each enterprise.

CONCLUSION

From the results of the assessment compared with the results of interviews between employees and managers, it can be drawn as follows that compensation can motivate employees to work better and be enthusiastic in doing their work. So that employees will continue to be excited, because a compensation can run a motivation or encourage employees to be enthusiastic about work. The results of the take a look at explain that reimbursement has a tremendous effect on employee motivation at PT Wangta Agung. Compensation is something that can make employees more concentrated and eager to motivate at work, so that their skills and abilities can be used to increase productivity at work. Based The results of the take a look, it was found that education had no significant impact on worker performance at PT Wangta Agung. Education is assessed, that employees are in accordance with the work done, so no higher education is needed. This means that in doing work, extensive knowledge and insight are not required, only skills and tenacity are needed from the employee's work experience. Therefore, as long as the employees can work according to the targets set by the company, educational background is not a problem. The important thing is excited and motivated to work. Salaries and wages have a significant impact on worker performance at PT Wangta Agung. The results of this study indicate that salaries and wages have the greatest influence on employee morale at PT Wangta Agung. Employees work to earn wages which are then used to meet their daily needs.

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