

Compensation-insurance has an effect on motivating employees**Misna Ariani¹✉, Dwindi Tamara²**¹Economics Faculty, Balikpapan University.²English Literature Faculty, Balikpapan University.**Abstract**

Researchers want to know whether there is a relationship between non-physical work area environment, compensation guarantee, discipline, and work motivation. 80 employees who were sampled in the study on PT. Manissi Pratama Balikpapan. In carrying out their work, employees tend to use the Balikpapan Samarinda Toll Road (BalSam). Jobs that require high motivation and discipline because their work environment is a means of transportation for goods, where it takes a very short time to deliver or pick up goods or the mobility of people. The existence of the BalSam toll road can shorten the distance between Balikpapan-Samarinda by approximately 1 hour to 1 hour 30 minutes. Determination of the sample using the census method, so that all employees are sampled. Statement from employees used as data in this study. Partially work stimulus-motivation is influenced by work area-environment, reward-insurance, Discipline have a very meaningful effect. Contribution of theory: the provision of compensation insurance motivates employees at work. The working environment of the BalSam toll road is full of high risk, insurance compensation is very appropriate to motivate employees. There is quite a strong attachment between insurance coverage and the work area-environment.

Key words: Work motivation; work environment; compensation; discipline

INTRODUCTION

Sustainable growth in the economic and business sectors is supported by adequate infrastructure, particularly road infrastructure. Road facilities are needed to accelerate the distribution of goods and the mobility of people. Based on the RTRW of East Kalimantan Province, Balikpapan City which is directed as the Primary Service Center in East Kalimantan Province is the center serving the East Kalimantan Province, the northern part of Kalimantan with the international territory and the eastern part of Kalimantan with the national territory (web.balikpapan.go.id).

Balikpapan is the gateway for East Kalimantan Province, with the international standard Sultan Aji Muhammad Sulaiman Sepinggian Airport (SAMS) and the international standard Semayang seaport (web.balikpapan.go.id). These two facilities are very helpful in the distribution of goods and mobility of people through Balikpapan. So it can be said that economic and business activities between Samarinda and Balikpapan can be carried out by air and by land. As the gateway to the State Capital (IKN) Balikpapan already has a fairly good readiness although there are several things that need to be addressed, especially in the field of public facilities and infrastructure (dprd.kaltimprov.go.id, 2021).

The presence of the Balikpapan-Samarinda Toll Road can reduce the total trips for Balikpapan-Samarinda, from the previous 150 kilometers via the national road to only 100 kilometers and the realization of the toll road is 97.35 KM. The efficiency of this mileage is directly proportional to the travel time required to travel from Balikpapan to Samarinda and vice versa. The previous mileage took 3-4 hours to only about 1 hour. That way, residents can save 2-3 hours of travel time. It also automatically cuts logistics costs between the two cities. So to shorten the distance and time to Balikpapan City, a toll road is needed that can facilitate the distribution of goods and the mobility of people. Finally, in 2011, the project began with the laying of the first stone in the Manggar area, Balikpapan (indonesia.go.id).

With the BalSam toll road, the distance is closer, which is 97.35 KM. This 97.35 KM the This toll road will connect the capital of East Kalimantan with the city of Balikpapan. (KPPIP, 2021). The Balikpapan Samarinda Toll Road has been inaugurated by the President, Ir. H. Joko Widodo on August 24th, 2021. The President stated, "We hope that this toll road will create new points of economic growth". (cnindonesia.com, 2021).

The BalSam toll road has a positive impact on PT. Manissi Pratama Balikpapan as a service company for the transportation of goods and people was greatly helped by the existence of the BalSam toll road. Psychologically, the distance traveled by the BalSam toll road has an impact on the individual behavior of employees, whether they are satisfied or dissatisfied at work, can be seen the employee's work-motivation. As a result of research (Locke & Latham, 1990) based on data on work motivation and part of job satisfaction it combines job characteristics, socio-cognitive, attribution, equity, goal-setting aspects, expectations, and turnover commitment. Employees are faced with challenges or company goals. If challenges are followed by high expectations work performance or self-ability, a form of high performance. Employee individual commitment to company plans, capabilities, feedback, and existing barriers.

Work motivation as a result of research (Locke & Latham, 1990), became the rationale for my research, because in general work motivation is a variable that is often used to see its relationship with employee performance, morale, and job satisfaction. Agree with research (Jehanzeb et al., 2012) there work stimulus-motivation positively there is a relationship with job satisfaction. However, (Khan & Mufti, 2012) concluded employees will not only be motivated by the skills they have, but they will be even more motivated if they are rewarded with something that matches their expectations.

On the other hand, (Khan & Mufti, 2012) states that motivation is a person's encouragement to carry out a task he wants. However, one can say that motivation is the process of the emergence of a person's motivation is a combination of the concepts of needs, drives, goals, and rewards. within a person. For example, the difficult task of motivating employees and desperate for recognition. External motivation is motivation caused by bonuses, salaries, and others.

Motivation in this study, will look at the relationship of employee motivation with the work environment, discipline, and compensation. This study refers to the results of research (Olafsen et al., 2017) that efforts to meet basic psychological needs are highly dependent on work motivation over time. Another reference is from research (Khan & Mufti, 2012) which concludes that employees are motivated

when the rewards they get are benefits, which includes pension benefits, vacations, severance pay, health insurance, and others. This opinion is reinforced by (Ismail et al, 2016) who examines the management of rewards for motivation to do work. In line with (Barney & Elias, 2010) in their research they also link motivation with environmental factors.

The work environment factor in this study is very challenging, because the work of picking up, dropping off people and picking up goods and then delivering the goods is of particular concern, considering the working environment (BalSam toll road) is 97.35 KM long. Research on the work environment carried out (Hussain & Diaz, 2020) is that good working relationship with fellow employees contribute to employee job satisfaction and other their research finding is that the work area will have a direct impact on morale. Hanaysha (2016) concluded that the work environment refers to the organizational atmosphere in which employees perform work. While the results of the study (Amiroso & Mulyanto, 2015) concluded that the work environment did not affect motivation.

Work motivation can also be influenced by compensation, such as research (Ghazanfar et al., 2011; Khan & Mufti 2012), stated that there is a strong contribution of compensation insurance to employee morale, namely motivation is strongly influenced by compensation. On the other hand (Danish & Usman, 2010) concluded that to regulate rewards and motivation, by giving rewards, there is a change according to the wishes of employees between their satisfaction and their impact on work motivation. Meanwhile, salary increases according to the rules that apply every year, health benefits, achievement bonuses, allowances and other compensation within a predetermined time, can increase their morale to stay high and they become motivated. Similarly (Rizal et al. 2014) states that compensation has an effect and strengthens employee motivation. Other researchers (Mahardhika et al., 2016; Heriati et al., 2016) concluded that compensation greatly influences employee motivation.

Employee work motivation can also be influenced by employee work discipline. Pradana (2016) concludes that Discipline is someone who is obedient in doing all his duties well, not under the coercion of others. Syamsuddin et al., (2021) in their research concluded that every increase in work discipline increases the job level motivation. While the conclusion of the study (Amiroso & Mulyanto, 2015) concluded that work motivation was not influenced by discipline.

Work motivation is important for employees and even companies because work motivation can improve performance (Larsson et al., 2021). Work motivation empirically has not been widely studied, and there is no research linking work motivation with insurance benefits.

The results of this different empirical research on work motivation become the basis for re-examining whether work motivation is influenced by the work environment, compensation, and discipline. By looking in more detail at whether compensation-insurance can motivate employees of PT. Manissi Pratama Balikpapan.

Literature Review

Research on how to make people motivated and how to motivate them, is now often done by choosing some of the best options (Khan & Mufti, 2012). As (Ismail et al. 2016) researched and find out the link between insurance rewards and morale to do work by looking at what are the determinants of motivation to do work in organization. Ali & Ahmed (2009) stated there is a very close influence, more or fewer insurance awards and awards for work performance, there is a contribution of work spirit-employee motivation to happy work. This research will have an impact on provide information about work performance awards and job recognition given to employees will provide new nuances in motivating and satisfying employees. Lepak & Snell (1999) stated that salaries and promotions depend on the capacity and provide strong morale for employees to work more agilely and patiently so that they can be promoted. In any organization, outstanding performance is a highly committed employee which can only be achieved by motivating employees.

Danish & Usman (2010) explained that the motivation of Maslow's theory became the basis for management in understanding the behavior of its employees that employees will be motivated by needs. Therefore the management must be responsive to provide these needs. It can be in the form of a physical and non-physical work environment that can provide encouragement for employees, so that employees will be motivated to work to achieve organizational and employee goals.

Motivation

The definition of motivation has been described in several research results. Many definitions of the term motivation have evolved and have been used for decades of research. However, over time the

“meaning of motivation” relation to specific meanings that can be used with adjustments. Motivation Theories can basically be divided into three levels of groups, namely theories based on needs, cognitive, and reinforcement theory (Baron et al., 2002). Motivation is a process of encouraging employee passion and morale, increasing employee morale, job satisfaction and psychologically increasing employee loyalty and stability so as to enable employees to interact with their environment and reduce employee absenteeism and enhance a sense of responsibility towards their duties. (Fandiño et al., 2019). The theory of motivation is basically divided into two, namely the theory of satisfaction and the theory of process motivation. The satisfaction theory of motivation relates to the factors that exist in a person who motivates him. while process theory is concerned with how motivation occurs or how behavior is driven. (Langton et al., 2016). However, in this study the author uses the opinion of (Badeni, 2014), that Maslow's theory of motivation is about interests, including physiological needs, interests for safety, social interests, desires for self-esteem, desires for self-actualization. Intrinsic motivation regarding personal satisfaction is considered in this study.

Work Environment

The working environment in this study is the distance traveled by the Balikpapan Samarinda (BalSam) toll road. While the theory of work environment opinion from (Sedarmayanti, 2013), is a work environment area something contained in that company, as well as physical work areas and non-physical areas used by the company's organization efforts to achieve employee goals, and is very appropriate as desired by the company vision-mission a place for employee groups. Non-physical work environment indicators are leadership environmental appreciation and support, cooperation between employees/groups, intense communication. Meanwhile, according to (Hasibuan, 2016) factors from the non-physical work environment are supervision, work atmosphere, good treatment, sense of security, harmonious relationships. Ghani et al., (2016) in their study The work area is the most important area of the organization's work circulation in an effort to determine whether the work area is comfortable for employees at work and at work can create a comfortable and safe working atmosphere. As the results of research (Jayaweera, 2015) that the physical work environment greatly affects employee work motivation. In accordance with the opinion (Darmawan, 2013) that this non-physical work environment is defined as something that states the psychological aspect of the work environment. This kind of work environment cannot be seen directly by humans but its existence can be felt.

Darmawan (2013) states that this non-physical work environment is defined as something that states the psychological aspect of the work environment. This kind of work environment cannot be seen directly by humans but its existence can be felt. Non-physical environmental indicators Supervision, work atmosphere, good treatment, sense of security, harmonious relationship.

Compensation

Compensation is an obligation and the company is obliged to compensate employees. with the hope that the compensation paid can improve employee performance higher, with the aim to attracting, retaining, and motivating employees. Compensation is the acquisition of work results in the form of money, insurance guarantees in cash or security guarantees, facilities, treatment received by employees as responsibility for remuneration for the work and achievements of employees while serving the organization, and ideal for effectively influencing the position of employees (Mondy, 2010). Compensation is a program of interest companies in the form of remuneration generally aimed for the benefit of internal organizations, employees, and decision-makers/general public. So that the goal is achieved and satisfies all parties, the compensation program should be established on the basis of fairness and acceptable to both parties, in accordance with labor laws, and taking into account suitability of decisions within the company and external to the company (Chandan, 2005). Results research (Sembel et al., 2018) concluded financial compensation affects employee job motivation.

Hasibuan (2016) states that compensation is an obligation to pay and costs for the company. With expectations that the company's employees can provide higher work performance than employees. Compensation in this study is measured using five indicators Salary, Incentives, Bonuses, Premiums, Insurance. Compensation in this study is measured using five indicators Salary, Incentives, Bonuses, Premiums, Insurance.

Discipline

Human Resources focuses more on the discussion of regulating the role of humans in realizing optimal goals. The arrangement includes issues of planning, organizing, directing, and discipline (Hartatik, 2014). Work discipline based on research results (Sugiono, 2020) is that work discipline affects employee work motivation. Good discipline will reflect a person's commitment to obligations, duties and responsibilities that must be carried out and obeyed by employees. This can motivate employees, and with the expectations of the goals of the organization, workers and stakeholders. Meanwhile, according to (Johnson, 2016), Discipline can be interpreted as a rule that must be firm and implemented in a company organization, and obeyed by employees, with the hope that employee discipline will get better. With obedient employees, the company's goals can be realized. Thus it can be said that Discipline is the first step to the company's success while running its business to achieve its goals. Fakhri et al., (2014) has conducted research on employee discipline and stated that absenteeism is part of a disciplinary violation caused by a lack of awareness and responsibility of employees as well as employee disobedience to existing rules. Discipline according to (Hasibuan, 2016) are employees or people who carry out and obey all forms of organizational rules, carry out their duties and responsibilities, in a sincere condition or out of fear of the existing rules. Discipline is defined when employees are on time when they come to work and finish working back home according to the time agreed and determined by the company, doing all their duties and responsibilities according to existing standards, not violating all company organizational regulations and existing social views. Measurement of work discipline, seen from the goals and abilities, exemplary leadership, justice, inherent supervision, legal sanctions, firmness, human relations.

METHODS

Sugiyono (2021) This study uses the main types and sources of data from direct respondents and data that has been collected by other (secondary) parties. the process of collecting data with various efforts, namely reading several books, preliminary observations, hearings, and a list of questions. This data collection procedure can help researchers to collect the exact same data, reduce deviations and increase the capacity of the data obtained.

The community (population) that is used as a sample are employees of PT. Manissi Pratama Balikpapan, both those who work in the field and in the office of a staff of 80 people. The sampling technique used is the census method, all the population becomes a sample of 80 employees.

The survey questionnaire consists of four parts: First, the Work Environment has five-question items adapted from the work motivation-based management literature (Jayaweera, 2015). Second, Compensation has five-question items adapted from the human resource management literature based on expectancy-motivation theory (Khan & Mufti, 2012). Third, work discipline has five-question items adapted from the satisfaction-based human resource management literature (Sugiono et al., 2020). Fourth, work motivation has five-question items adapted from the human resource management literature based on Maslow's theory of motivation (Grabowski et al. 2021). Questionnaire results from respondents were first tested for validity and reliability. Motivation is a person's positive reaction to do something that can come from intrinsic and extrinsic (Gerhart & Fang, 2015).

Measurement behavior, views, and understanding individually or in several communities of people regarding social strata using the Likert standard, which is a standard that has been set as the basis for measuring each answer. Assessment with different score weights for each answer to the question. The value is determined using 5 categories, i.e. very understanding (score = 1) to very understanding (score = 5).

Statements that have been collected were then tested for validity by looking at the results of r-count with r-table using scale (degree) of independence ($df = \text{amount of data } (n) - 2$ with alpha 0.05. The calculation results can be said to be valid by comparing $r\text{-count} > r\text{-table}$ and the value of r is positive. Measuring reliability with Cronbach Alpha statistical test. If the results of the Alpha coefficient $>$ from a significant level of 60% or 0.6 then the questionnaire is reliable.

F-test and t-test can be seen from the value of multiple linear regression by comparing with the F-table. F-table value is greater than F-count, then H_0 is accepted and H_a is not accepted.

RESULTS AND DISCUSSION

PT. Manissi Pratama Balikpapan as a service company always strives to maintain the quality of service performed by its employees in carrying out their work of delivering goods and people are greatly helped by the existence of the BalSam toll road. The company pays attention to the individual behavior of their employees when carrying out tasks, especially employees who have the task of picking up, delivering goods and also the people who use the services of PT. Manissi Pratama Balikpapan. Researchers want to see the work motivation of employees of PT. Manissi Pratama Balikpapan in maintaining the quality of services provided, seen from the work environment, compensation, and discipline in work. Respondents in this study amounted to 80 employees.

Empirical studies on work motivation prove that the role of work motivation have a direct or indirect impact on the goals of the company and employees. Work motivation can affect employee performance, morale, work performance, work productivity, and job satisfaction. And work motivation is influenced by the work environment, compensation, and job discipline.

The Balikpapan Samarinda (BalSam) toll road is the first toll road built on the island of Kalimantan, especially East Kalimantan. The length of the distance between Balikpapan and Samarinda was initially 150 KM with the distance ranging from 3 hours to 4 hours. After the existence of the Balikpapan Samarinda toll road, the distance between Balikpapan and Samarinda will be 97.35 KM. The objective of the Balikpapan Samarinda toll road construction road is to shorten the distance to approximately 1 hour or one and a half hours. Economic activities grow along with the existence of this toll road, for example, a place to rest has provided a mosque and an area for eating. Thus it can be said that there is a sustainable economic improvement.

Table 1.
Validity and Reliability Test

Research Variables	Indicator Variables	Pearson correlation	Coefficient Alpha (α)
Motivation	MTV ₁	0,528**	0.684
	MTV ₂	0,550**	
	MTV ₃	0,487**	
	MTV ₄	0,608**	
	MTV ₅	0,467**	
Work Environment	WET ₁	0,406**	0.652
	WET ₂	0,422**	
	WET ₃	0,655**	
	WET ₄	0,463**	
	WET ₅	0,466**	
Compensation	CPN ₁	0,434**	0.660
	CPN ₂	0,498**	
	CPN ₃	0,495**	
	CPN ₄	0,610**	
	CPN ₅	0,483**	
Discipline	DCN ₁	0,455**	0.687
	DCN ₂	0,489**	
	DCN ₃	0,457**	
	DCN ₄	0,489**	
	DCN ₅	0,765**	

** . Correlation is significant at the 0.05 level (2-tailed)

All question indicator variables are declared valid, as shown in Table 1, that the r-count value is greater than the r-table and the r-value is positive. The test questions were conducted using a sample of n = 30 employees. The Pearson correlation for each question variable is greater than 0.360, as seen from the results of the Pearson correlation in Table 2, all r-count values are greater than 0.360.

Similarly, testing the reliability of the question. The reliability value of all variables whose Alpha coefficient the value is greater than the meaningful level 60% or 0.6 means that the questionnaire are reliable. Cronbach-Alfa coefficient of motivation is 0.684 > from 0.60, the work environment is 0.652 > from 0.60, compensation is 0.660 > 0.60 and discipline is 0.687 > 0.60, so it can be said that the results of this research questionnaire are reliable.

Table 2.

Multiple Linear Regression Analysis	
Model	Unstandardized Coefficients
(constant)	4.101
Work Environment	0.153
Compensation	0.490
Discipline	0.164

Table 2 shows a constant coefficient of 4.101, meaning that when the work environment, compensation, discipline is constant or the value is equal to zero, then work motivation will increase by 4.101.

The work environment has a relationship with work motivation of 0.153, meaning that if the work environment increases, the work motivation increases by 0.153 units, assuming compensation and Discipline are constant.

Compensation has a relationship with employee work motivation is 0.490, meaning that the compensation has a positive relationship to employee job motivation, so if the compensation increases, the employee motivation will increase by 0.490 units, assuming work environment and work discipline constant.

The relationship of work discipline to employee work motivation is 0.164, meaning the work discipline has a positive relationship to employee work motivation, so if Discipline increases, the employee work-motivation will increase by 0.164 units, assuming the work environment and compensation fixed.

Table 3.

Regression						
R	R ²	Adjusted R ²	Std.Error of the Estimate	R ² Change	F Change	Sig. F Change
.768 ^a	.590	.574	.84181	.590	36.469	.000

a. Predictors: (Constant), Work Environment, Compensation, Discipline

b. Dependent Variable: Work Motivation

Table 3 shows the magnitude of multiple R 0.768, meaning the ups and downs of the Work Environment, Compensation, Work Discipline with work motivation of 76.8%. Work environment, compensation, and discipline simultaneously have a strong influence on employee motivation, because the correlation or relationship (R) value of 0.768 is more inclined to approach the value of 1. The coefficient of determination in this study is 0.590 which states that the Work Environment, Compensation, and Work Discipline used in this study can explain about 59.00% of work motivation, while 41% is explained by other variables not examined.

The level of suitability of the model can be seen from the value of F = 36.469 at a significance level of 0.000 it can be said that Work Environment, Compensation, and Work Discipline can explain work motivation.

Table 3 shows the F-count value of 36.469 at a significant level of = 0.000, with a 95% confidence level or at a significance level of = 0.05 from 2.72 or F-count = 36.469 > F-table = 2.72. The work environment, compensation, and discipline, together have an influenced that employee work motivation, this can be seen from the R Square number of 0.590 or 59%.

Table 4.

T-test			
Variable	t- table	t-count	Significance
Work Environment	1.989	2.162	0.034
Compensation	1.989	7.033	0.000
Discipline	1.989	2.594	0.011

Table 4 partially shows that Work Environment, Compensation, and Discipline have positive and significant effect on employee work-motivation, so it can be said that:

H₁ = First hypothesis Work Environment t-count value 2.162 > t-table value 1.991, this means that the work environment variable has a significant influence on employee work-motivation. Thus, H₁ of this study is proven, that the work environment affects employee motivation.

- H₂= Second hypothesis Compensation t_{count} value 7.033 > t_{table} value 1.991, this means that the compensation variable has a significant effect on employee work-motivation. Thus, H₂ of this study is proven, that compensation affects employee work-motivation.
- H₃ = Third hypothesis Discipline t_{count} value 2.594 > t_{table} value 1.991, this means that the discipline variable has a significant influence on employee work-motivation. Thus, H₃ of this study is proven, that work discipline affects employee work-motivation.

RESULT AND DISCUSSION

Research on work motivation in the past value work correlation and belief in work issues unheard of or rare (Naquin & Holton 2002). The results of research on motivation, generally motivation is used as an intervening or moderating to see the relationship or directly affect the dependent variable. As (Rizal et al., 2014) his findings discuss that work motivation have a very strong and meaningful effect about the relationship between motivation and employee ability. Similarly, capacity of motivation on job satisfaction was investigated by (Jayanti et al., 2020) and concluded that work motivation greatly affects job satisfaction. Other evidence that work motivation is an intermediary linking work environment and work performance is research (Jayaweera, 2015). Another researcher regarding work motivation is (Syamsuddin et al., 2021). They concluded that the ability of employees can affected by compensation by mediating motivational activity. Work motivation becomes an intermediary or mediates between the effect of work compliance on the workability of employees. And, work motivation can also be a liaison or mediate the effect of compensation on employees' work abilities.

Based on this research hypothesis, work environment, compensation-insurance, and work discipline affect employees' work motivation. Supported by some research impacts regarding motivation role, the impact of this research provide a new academic nuance in further research. The study results have a strong relationship that employees work motivation is influenced by the work area-environment, compensation-insurance, and obey the work rules (work discipline).

Work motivation based on employees answer choices with the highest order of results is the need for self-actualization (self-actualization), social needs, security needs, recognition needs, psychological needs. Self-actualization is optimizing one's talents (KBBI, 2021). Self-actualization is the highest level of human needs, in which situations and conditions provide opportunities and allow them to develop their talents. Employees want to be given the opportunity to use all their abilities to achieve whatever they want and can do. It is very important to understand the factors that can cause changes to employee motivation. These factors are known as intrinsic and extrinsic factors. As the results of research (Hayati & Caniogo, 2012; Almacik et al., 2012) concluded that intrinsic motivation factors make a positive contribution to the increase in work tasks that must be completed by employees. Civilian workers or the public are thought to give a more favorable view of intrinsic reward motivation, such as "acceptable to their existence" (Bryson et al., 2017). Papenfuß & Keppeler (2020) stated the provision of rewards in the form of money turned out to have little impact on the motivation of the workers.

The work environment sourced from the choice of workers with optimum value ranking results is a good treatment, sense of security, harmonious relationship, supervision, work atmosphere. The work environment have significant influence for worker motivation. Regarding this matter, it can be interpreted that based on choices of employees, activity environment (good treatment) can make an employee will have a better performance. This is because an employee gets the motivation that raises one's work spirit so that he wants carry out joint activities, produce work effectively, and focus on joint efforts to achieve with all their efforts to achieve the spirit (motivation) of working together. Thus, the first hypothesis is proven and can be accepted as true, Based on research findings, this study confirms that there is an influence of environmental activities on activity motivations, namely research conducted by (Jayaweera, 2015).

Compensation based on employee choice with the highest-ranking results is Insurance, Bonus, Incentive, Premium, Salary. Compensation-insurance precise and convincing effect on employee work motivation. It is can be said that the payment of the reward (insurance) can make an employee perform better because an employee gets insurance coverage at work. Thus, the second hypothesis is proven and can be accepted as true. Based on the research result, this study supports there is an impact from insurance compensation on work motivation (Mahardika et al., 2016).

Compensation in this study has a very strong and major influence on employee motivation. Based on employee opinion is compensation-insurance that is highly desired by employees. Compensation insurance is the main choice, very closely related to the employee's work environment, which is a very challenging job scope. The work of picking up, delivering goods, and picking up people who use the services of PT. Manissi Pratama Balikpapan. Compensation in the form of insurance is a top priority desired by employees. Consistent with the results of the study that employees get a good level of compensation, where compensation is fair and in accordance with the needs and level of achievement employees' efforts to achieve various fields of work activities have been completed, employees will feel satisfied and motivated to do various jobs related to achievement company. This study supports research conducted by (Mahardika et al., 2016; Heriati & Adrianus, 2016; Sembel et al., 2018).

Disciplines based on employee choices with the highest-ranking results are Supervision, Assertiveness, Human Relations, Justice, Exemplary leaders. Compliance with regulations (Discipline) has an appropriate and useful impact in an effort to motivate employee activities. Discipline-Supervision was the demand of workers trying to do their work of delivering, picking up goods, and picking up, delivering the people who use the services of PT. Manissi Pratama Balikpapan, so the existence of the BalSam toll road is very helpful, so it is on time. The reduced mileage is very motivating to work, however, employees really need strict and high supervision from PT. Manissi Pratama Balikpapan. The existence of supervision on the implementation of work can motivate employees' work. Thus it can be said that the hypothesis (H₃) is proven true. Achievement of research activity results have in common with research conducted by (Jayaweera, 2015). Discipline is if employees are always on time when they arrive and when they come home from work, do all their duties and responsibilities properly, comply with all company rules and regulations and obey existing social norms (Pradana, 2016).

CONCLUSION

Work motivation of employees of PT. Manissi Pratama Balikpapan is proven to be influenced by non-physical work area-environment, compensation-insurance, and comply with work-discipline. Partially there non-physical work area-environment, compensation, and work-discipline positive impact on work-motivation. And insurances has a dominant impact on employee work-motivation. Based on there choice than employee's desire questionnaire in sequence, the motivation values are self-realization needs, social needs, security needs, recognition needs, psychological needs.

Based on the choice of the employee's desire questionnaire in sequence, the work environment is a good treatment, sense of security, harmonious relationship, supervision, work atmosphere. Work environment-good treatment, employees really need when they work, pick up, deliver goods and pick up, deliver service users. Conditions like this further create work motivation to unite within the company so that the goals of the company and employees can be achieved.

Based on the choice of the employee's desire questionnaire in sequence, the value of Compensation is Insurance, Bonus, Incentive, Premium, Salary. Compensation insurance is very much needed by employees, considering that the scope of their work is to always use the BalSam toll road, so insurance is very much needed by employees. And adequate facilities so that employees will be motivated in doing their jobs, improve and stimulate employee motivation to increase.

Answers to a questionnaire about employee wishes, the values of Discipline are Supervision, Assertiveness, Human Relations, Justice, Exemplary Leaders. Work disciplines need to be improved on work discipline. Employees in carrying out the work of the Balikpapan Samarinda toll road need an example of discipline from the leadership of PT. Manissi Pratama Balikpapan such as supervision, assertiveness, human relations, justice, exemplary leaders.

Overall, the contribution of the results of this study can be seen in discussion of human resource management, that employee job satisfaction can be studied through employee work motivation.

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