# The Influence Of Motivation , Competence , Discipline and Compensation for Employee Performance PT ( Case Study On Employees .Tektonindo HENIDA JAYA ) Group

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*Abstract—This study attempts to find out how the motivation , competence , discipline and compensation on the performance of an employee of pt .Tektonindo henida jaya group .The research is quantitative methods using data primary and secondary data .The research is the total sample as many as 128 people .Data processing in this study used a spss analysis , and the analysis using multiple linear regression analysis .The analysis used in this research include the validity , reliability test , a determination , multiple linear regression , test*
*t. research findings indicate that , 1 ( ) motivation no significant impact on employee performance , 2 ( ) competence significant impact on employee performance , 3 ( ) discipline significant impact on employee performance , 4 ( ) compensation significant impact on employee performance .*

*Keywords—:motivation, competence, discipline, compensation, employee performance*

## INTRODUCTION

In an enterprise, one factor that must be considered and should not be ignored by the company is human resources.Human resources in this as a major power to be made an organization to more developed.Hence, any organization or to company to be the aspect.Resources company as capital and asset engine does not provide optimal results if not supported human resources managed by companies should can support a good performance so the company able to accomplish a purpose, vision, and mission company.Higher performance connote the for increasing efficiency, effectiveness, or quality of being higher from the settlement of a series of a charged to an employee in an organization or firm.

Human resources in company can mean those who are in companies to also affect the quality and quantity of company as employees, in this regard hence firm to employees to be able to improve performance.One way to increase employee performance is more needs to the employees that the firm and not no gap between the of the company employees.

Pt .Tektonindo henida jaya group lived on the block royal sunter block e no. 5 , north jakarta , jakarta is one of firms operating in the construction sector land and ship spare parts supplier .Construction companies and spare parts supplier ship would had experience for 22 years have have 70 employees in 2018 , after that perusahaain this expanding sector construction business to the sea as deepening or expansion of the sea voyage , mention the installation of piles , and already has 4 masing-masing with a fleet of a different kind .Automatically number of employees keep rose to 105 23 permanent workers and employees on probation per december 2019 .

Employee performance is one factor that important progress organization or company depending on human resources belongs to .If their performance up and the success of the company more wide open , but when performance declining and could cause a setback for corporations and companies cannot maintain ([8] jufrizen business ,

) 2018 .Increased employee performance at times and times fell , in fact the fall in will be able to reach a point that could result in the company would lose pamornya in the citizens .This need to be considered and studied with what to do to anticipate that .

Efforts to be made is the motivation, in this act as to the motivation to workers, is a duty and that should be adopted by every leader in company or manager.Workers should be able to determine the various given by a company the aimed at encourage their work thus increases the motivation they in working.In line with described by 2018 [1]astarina ( motivation ) that is a factors that encourage somebody for executing a particular activity.

With motivating , employees can be encouraged in achievement , improve the creativity , and always trying in giving the best of itself to company employees , so can increase the employee performance .This is supported by the research conducted by 2019 ( [11]kuncoro ) explaining that motivation had have real impact on the employee performance .

Based on observation pt researchers.Tektonindo henida jaya in motivate the employees supported with an employee wages in accordance umk ( wages maximum ) and the city overtime wages and attending to the circumstances employees.Number of accident in work if there is employees get patients health benefit as for jamsostek insurance company.Motivation motivation is important because that causes, channel, and supports human behavior to work vigorous and enthusiastic achieve optimum result.

A further factor affecting is suspected of employee performance.In etymology, and as an indicator of behavior skill or excellence staff have a leader or skill, knowledge, and good manners.Influential change the world over organisation and at the same time to competence of employees ( lasmaya, 2016 ).Employees the viewed as very important assets of a agencies.The many challenges faced by agencies business and employees get a strategic.Competitive advantage an organization depend on the quality of human resources employees.That is when an organization will face the process changes or engaged in creating change then employees positioned as a key player organization.Related phenomena competence of employees where employees still felt menejemen with lack of attention from scholarships and training ( education and training ) relating to the competence of employees both formal and non formal ( [10]kotler and keller , ) 2017 .It can be seen that with the training in organization can lead to improved performance , which can increase the competence of employees in terms of skill , ability and knowledge .

Discipline gonna make employee adhere to rules and company policy

.Employees who disciplines will have a sense of responsibility towards their job given high , so that the company resulting in conformity with expectation

, that this tags to increasing employee performance .Research conducted by 2017 ) [6]( halim explained that discipline verbs having significant influence on employee performance .The research was supported by research conducted by [4]fernanda & amp; sagoro ( 2016 ) stating that discipline and significant work proved it has some positive effects on employee performance

## LITERATURE SURVEY

Research Review

Research conducted by margaretha , perizade , widiyanti , and 2020 zunaidah ( ) in pt .Cement baturaja persero tbk .It is a whole research population in permanent workers pt .Cement baturaja some 894 state employees .The technique uses the technique included in this research aims to establish criteria purposive samplingyang namely pt sample permanent workers .Cement ( persero ) baturaja , echelon tbk at 2 , echelon 3 and 5 on the basis that there is not a rate of pay that is not competitive to the employee in the rank of pt

.Cement ( persero ) baturaja , tbk , than a salary from competitor company .Based on the calculation of wearing purposive sampling techniques , samples were respondents in this research respondents to a total of 547 .The research results show that it has some positive effects and significant compensation directly on the performance of an employee at baturaja state cement maker pt semen , (tbk) .In addition it has some positive effects work also discipline And significant on performance an employee at pt semen baturaja persero, (tbk).

Other research she conducted by pt ( 2018 ) on employees .The train kencana noble

.Research objectives is to test the influence of compensation , motivation and job satisfaction in the performance of work employees in the company .The train kencana noble .In a survey research .The population was all the employee who works on pt .The train kencana his 45 employees were .Sampling techniques used are sampling saturated (

) census .The analysis used testing the hypotheses structural model ( inner ) model , a walker smartpls 3.2 .This research result indicates that compensation and satisfaction work does not affect and insignificant on performance of an employee of pt .The train kencana noble because compensation and satisfaction of the work under 1,96 t-statistik

.In contrast to the motivation that has an effect on the performance of work and significant pt .The motivation of the glorious in kencana t-statistik 1,96 above

Similar research done by 2015 and njoroge kwasira ( ).The purpose of research is to find

influence compensation and the prestige of employee performance in the district administration nakuru, kenya.A this research was carried in sub-country design descriptive and adapting research.The sample terstrarifikasi technique random used on a target population 6.400 respondents from study same geographical region.Simple used to select a random sample of respondents said that formed an example studies using respondents 98.Primary data was collected using a questionnaire and schedule interviews with combination question open and closed.The research suggests that there is the strong relationship between compensation and award to local government employee performance in naruku.

And other study done by 2016 ) mangkunegara agustine ( .The purpose of this research is to build and analyse the influence of training , motivation and workplace x hospital on the performance of doctors in simultaneous and good on this fact .The study parametrik statistics adopt the quantitative using multiple linear regression in which the data was handled by the spss 21 .The size of the sample is 84 targeting as respondents .A structured questionnaire used by likert scale of 1-5 .This research result indicates that the training , motivation and workplace significant simultaneously it has some positive effects on the performance of doctors .In addition , training on this fact no significant impact on the performance of doctors in the meantime motivation and workplace on this fact significant impact on the performance of doctors .

Motivation

Of each employee, owned by different so required or required motivation and different from one another.To achieve objectives from work been previously decided high required motivation for each employee.Below will be explained motivation, according to some experts sense the: [3]fachreza et al. ( ), 2018 stated that motivation is extrinsic factors which are sourced from outside to determine to a person behavior in someone life.Motivation to labor as willingness to implement a high degree to directed keorganisasian who conditioned by an ability an effort to individual needs certain him ( & amp, yohana; 2017 ).[12]Lusri & amp; siagian ( 2017) explained that motivation ( motivation ) is a process intensity, clear the, and perseverance an individual to achieve its goals.

On top of some explanation , then conclude motivation of employment is an essential parts in a company functioning just as a means for achieving its intended purpose and to be achieved by the company .The motivation also contain two main purpose to employees and to companies for the purpose of personal where work.

According to susanto ( ) 2019 there are two kinds of innovation , i e as follow: a. positive motivational ( ) positive incentives .And manager motivate ( stimulate ) subordinate to reward those who performed standard .Positive motivation , working spirit subordinate will increase because most people baik-baik just happy to accept that . Negative b.motivasi ( ) negative incentives .And manager motivate subordinate to the standard they are getting punished .This spirit of working with negative motivational subordinate in shorter spaces of time will increase because they stick to , but for long term to get less well

.Motivation above often used by an organization or institution .And in penggunannya to be exactly , well or properly , and even to increase working spirit to officials and reach a desire or need employees .

Competency

Employee competence is a means of carrying out a job or task which is based on skills and knowledge and is supported by the work attitude demanded by the job. The skills or abilities required by employees are demonstrated by the ability to consistently provide an adequate or high level of performance in a job function.

Competence is a term that many people hear and say. We often hear or even pronounce the terminology in various uses, especially related to human resource development. There are those who interpret competence as equivalent to abilities or abilities, others interpret competence as equivalent to skills, knowledge and are highly educated. For more details, several definitions of competence will be described [15](Priansa, 2017).

Competence is a characteristic that underlies a person related to the effectiveness of individual performance in their work or the basic characteristics of individuals who have a causal relationship or as a cause and effect with the criteria used as a reference. Competence lies on the inside of every human being and is forever in the personality of a person who can predict broad behavior and performance in all situations and job tasks [20](Triastuti, 2019) Latief et al., (2018) revealed that there are several factors that can affect a person's competency skills, namely as follows: (1). Belief in yourself and in others will greatly influence behavior. If people believe that they are not creative and innovative, they will not try to think about new or different ways of doing things. (2). Skills play a role in various competencies. Public speaking is a skill that can be learned, practiced and refined. Writing skills can also be improved with instruction, practice and feedback. (3). Experience Skills of many competencies require experience in organizing people, communicating with groups, solving problems, and so on. People who have never

been in contact with large and complex organizations are unlikely to develop organizational intelligence to understand the dynamics of power and influence in that environment. (4). In personality, including many factors, some of which are difficult to change. However, personality is not something that cannot change. In fact, a person's personality can change over time. People respond to and interact with the forces and the environment around them. (5). Motivation is a changeable factor in competence. By providing encouragement, appreciation of subordinates' work, providing individual recognition and attention from superiors can have a positive influence on the motivation of a subordinate. (6). Emotional barriers can limit mastery of competences. Fear of making mistakes, being embarrassed, feeling disliked or not being a part of them all tend to limit motivation and initiative. Feelings of authority can affect communication skills and resolve conflicts with managers. People may have difficulty listening to others if they don't feel heard. (7). Competence depends on cognitive thinking such as conceptual thinking and analytical thinking. It is impossible to improve through every intervention an organization embodies. Of course, factors such as experience can increase proficiency in this competency (8). Organizational culture influences human resource competence.

Dicipline

Discipline is something that comes more from within. Discipline will be shown in the form of complying with and following the rules and policies imposed by the company. With employee discipline, the employee's work performance will also increase, which will lead to the achievement of company goals. Therefore, discipline has an important influence on the process of achieving company goals.

Discipline is someone's behavior that is in accordance with the rules, existing work procedures or discipline is the attitude, behavior and actions that are in accordance with the rules of the organization, both written and unwritten. Good discipline reflects the amount of responsibility a person has for the tasks assigned to him. This encourages work passion, morale, and the realization of company goals. Through discipline will reflect strength, because usually someone who is successful in his work are those who have high discipline [5](Ginting, 2018).

[16]Purnama & Kempa (2016), explained that there are 2 forms of work discipline, namely as follows: (a) Preventive discipline. An effort to mobilize employees to follow and comply with work guidelines, the rules that have been outlined by the company. Its basic purpose is to mobilize self-disciplined employees. With a preventive way, employees can maintain themselves against company regulations. (B). Corrective Discipline. An effort to mobilize employees to unite regulations and direct them to comply with the regulations in accordance with the guidelines that apply to the company. In corrective discipline, employees who violate discipline need to be sanctioned in accordance with applicable regulations. The purpose of imposing sanctions is to improve the offending employees, maintain applicable regulations, and provide lessons to violators 2.5    Compensation

For every employee who works for the company, they expect remuneration for what has been given and done for the company. Basically, salary or wages are the main reason for employees to work, then employees will expect remuneration that is more than just salary for what is generated for the company, such as bonuses, incentives, and non-financial benefits such as rewards and promotion opportunities.

The following is an explanation of the meaning of compensation according to several experts, including [14]Nursam (2017), which defines compensation as something employees receive for the services they provide or contribute to their work. According to [12]Leonardo & Andreani, (2015), compensation is anything that an employee receives in return for his contribution to the company or organization. According to [2]Dessler (2017), employee compensation includes all forms of payment given to employees and arises from their work relationship.

According to [18]Sudaryo et al., (2018) compensation can be categorized into two groups as follows: (1). Direct Compensation means a remuneration provided by the company to employees for giving their achievements for the benefit of the company. This compensation is given, because it is directly related to the work performed by the employee. For example: wages / salaries, incentives / bonuses, job allowances. (2) Indirect compensation is the provision of compensation to employees in addition to being based on leadership policies in an effort to improve employee welfare. Of course this compensation is not directly related to the work performed by the employee. For example: holiday allowances, pension benefits, health benefits and others.

Employee performance

Each company carries out all its operational activities to achieve the goals set by the company. Which consists of elements of human resources (employees) who have tasks and responsibilities that have been given and must be carried out with the aim of optimization and efficiency in achieving the goals to be achieved, both which must be carried out individually or in groups (teams). The company's performance is greatly influenced by the performance of its employees, because employees are the prime

mover for every company's operational activity and must play an active role in achieving the company's goals.

The following is the definition of performance according to experts, including [14]Nursam (2017), which defines performance is the level of achievement of results for the implementation of certain tasks. Company performance is the level of achievement of results in order to achieve company goals. Performance management is the overall activity carried out to improve the performance of a company or organization, including the performance of each individual and work group in the company.

[17]Rani & Mayasari (2016) performance is the result of a process that refers and is measured for a certain period based on predetermined terms or agreements. Performance management according to [13]Moeheriono (2018) is "performance management can be defined as a systematic process for improving organizational performance by developing the performance of individual and teams" (performance management can be defined as a systematic process to improve organizational performance by developing individual performance and team).

According to [7]Hardiansyah (2018) the performance indicators are described as follows: (1). Target. The target is an indicator of the fulfillment of the amount of goods, work, or the amount of money generated (2). Quality. Quality towards results achieved, and this is an important element, because quality is the strength in maintaining customer quality (3). Completion Time. Timely completion and / or submission of work is certain. This is the capital to create customer trust. The definition of customer here also applies to services in other parts of the internal company or organization (4). Obey Principles. Not only must it meet targets, quality and be on time, but also must be done in a way that is right, transparent and accountable..

## RESEARCH METHOD

The strategy used in this research is a quantitative strategy. The research method used in this research is the verification method. as the population in this study were all employees of PT. Tektonindo Henida Jaya Group, totaling 128 employees. In this study the authors used the Nonprobability Sampling method while the sampling method used was saturated sampling. According to [19]Sugiyono (2016), probability sampling technique is a sampling technique that does not provide the same opportunity or opportunity for each element or member of the population to become a sample, so it is concluded that the sample was taken from a population of 128 people. The data collection method used in this study among others, a questionnaire with a Likert scale 1-5 model, secondary data and literature study

The data analysis used descriptive statistical method, which is used to provide information about the characteristics of the research variables and the demographics of the respondents. Descriptive statistics explain the scale of the respondent's answer to each variable as measured by the minimum, maximum average and standard deviation, as well as to determine the demographics of the respondents which consist of category, gender, education, age, position and length of work (Ghozali, 2012). The data processing of this research used SPSS version 23 software. For testing the research instrument consisted of two types of testing, namely the validity test and the reliability test. The data analysis technique in this study used multiple regression data analysis techniques with the help of SPSS Windows version 23. The analysis stages included: (1) descriptive analysis, and (2) hypothesis testing (t test).

The result of search and discussion
Validity Test
The validity test was processed using a computer with the SPSS version 23.0 program. The research instrument can be said to be valid (accurate) for research if it has a validity value greater than or equal to 0.3 and vice versa, if the validity value is less than 0.3 it is said to be invalid (inaccurate).

Tabel 1
The results of the validity test of the Motivation variable (X1)

| Question | r count | R Critical | Information |
|---|---|---|---|
| 1 | 0,708 | 0,3 | Valid |
| 2 | 0,766 | 0,3 | Valid |
| 3 | 0,623 | 0,3 | Valid |
| 4 | 0,656 | 0,3 | Valid |
| 5 | 0,707 | 0,3 | Valid |
| 6 | 0,633 | 0,3 | Valid |
| 7 | 0,498 | 0,3 | Valid |

Source: Processed data

Tabel 2
The results of the competency variable validity test (X2)

| Question | r rcount | R Critical | Information |
|---|---|---|---|
| 1 | 0,454 | 0,3 | Valid |
| 2 | 0,581 | 0,3 | Valid |
| 3 | 0,415 | 0,3 | Valid |
| 4 | 0,625 | 0,3 | Valid |

| 5 | 0,616 | 0,3 | Valid |
|---|-------|-----|-------|
| 6 | 0,463 | 0,3 | Valid |
| 7 | 0,661 | 0,3 | Valid |
| 8 | 0,551 | 0,3 | Valid |

Source: Processed data

Tabel 3

The results of the Discipline variable validity test (X3

| Question | r count | R Critical | Information |
|----------|---------|------------|-------------|
| 1 | 0,539 | 0,3 | Valid |
| 2 | 0,629 | 0,3 | Valid |
| 3 | 0,645 | 0,3 | Valid |
| 4 | 0,682 | 0,3 | Valid |
| 5 | 0,462 | 0,3 | Valid |
| 6 | 0,537 | 0,3 | Valid |
| 7 | 0,554 | 0,3 | Valid |

Source: Processed data

Tabel 4

The results of the validity test of the compensation variable (X4)

| Question | r count | R Critical | Information |
|----------|---------|------------|-------------|
| 1 | 0,562 | 0,3 | Valid |
| 2 | 0,653 | 0,3 | Valid |
| 3 | 0,700 | 0,3 | Valid |
| 4 | 0,487 | 0,3 | Valid |
| 5 | 0,544 | 0,3 | Valid |
| 6 | 0,439 | 0,3 | Valid |
| 7 | 0,543 | 0,3 | Valid |

Source: Processed data

Tabel 5

The results of the validity test of the Employee Performance variable (Y)

| Question | r count | R Critical | Information |
|----------|---------|------------|-------------|
| 1 | 0,686 | 0,3 | Valid |
| 2 | 0,642 | 0,3 | Valid |
| 3 | 0,700 | 0,3 | Valid |
| 4 | 0,717 | 0,3 | Valid |
| 5 | 0,645 | 0,3 | Valid |
| 6 | 0,648 | 0,3 | Valid |
| 7 | 0,604 | 0,3 | Valid |

Source: Processed data

Based on data management, the results of the variable Motivation (X1), Competence (X2), Discipline (X3) and Compensation (X4) and Employee Performance (Y) from the statement have a value of rcount greater than 0.3 so that the statement can be used in collecting data in this study.

Reliability Test

The reliability test is intended to ensure that the instrument has consistency as a measuring tool so that the high level of reliability can show consistent results. Reliability testing is carried out using the Cronbach Alpha method. Furthermore Sugiono said the research instrument was said to be reliable if the Cronbach Alpha value was 0.6 or more. These data were correlated with the help of the SPSS program version 23.0.

Tabel 6 Reliability Test Results

| Variable | r count | R Critical | Information |
|----------|---------|------------|-------------|
| Motivation (X1) | 0,762 | 0,6 | Reliable |
| Competence (X2) | 0,725 | 0,6 | Reliable |
| Discipline (X3) | 0,736 | 0,6 | Reliable |
| Compensation (X4) | 0,727 | 0,6 | Reliable |
| Employee Performance (Y) | 0,764 | 0,6 | Reliable |

Source: Processed data

The table above shows that the results of the questionnaire answers to the Motivation statement (X1), Competence statement (X2), Discipline statement (X3),

Compensation statement (X4) and Employee Performance statement (Y) are said to be reliable. This is because the Cronbach's Alpha value is obtained based on the table above where all of these values have exceeded 0.60.

Multiple Linear Regression Analysis

To test the effect of motivation, competence, discipline and compensation on employee performance, the following regression equation is made :

$$Y' = a + b1X1 + b2X2 + \ldots + bnXn$$

The results of the multiple linear regression equation with the results of the regression calculation are as below :

Tabel 7

Multiple Regression Calculation Results
Coefficientsa

Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 4.177 | 1.826 | | 2.287 | .024 |
| MOTIVATION | -.171 | .093 | -.181 | -1.847 | .067 |
| COMPETENCE | .205 | .066 | .252 | 3.088 | .002 |
| DISCIPLINE | .359 | .081 | .362 | 4.403 | .000 |
| COMPENSATION | .475 | .102 | .448 | 4.674 | .000 |

(a. Dependent Variable: Employee performance
Source: Processed data Output SPSS Versi 23.0

Thus, the multiple regression equation is obtained as follows:

$PERF_i = \alpha_i + \beta_1$. Motivation + $\beta_2$. Competence + $\beta_3$. Discipline + $\beta_4$. Compensation

$PERF_i$ = 4.177 + -0.171 Motivation + 0.205 Competence + 0.359.Disp +
0.475 Compensation

### The Coefficient of Determination (Adj. R2)

Based on research conducted, the coefficient of determination (Adj. R2) from the regression results shows how much the dependent variable can be explained by the independent variables.

Tabel 8
The Result of Coefficient of Determination
Model Summary[b]
Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .798[a] | .637 | .625 | 1.67899 |

a. Predictors: (Constant), X1, X2, X3, X4
b.Dependent Variable: Employee performance Source: Processed data Output SPSS Versi 23.0

Based on table 8, it shows that the coefficient of determination (Adj. R2) is 0.637. This means that the contribution of motivation, competence, discipline and compensation to employee performance is 63.7%, while the remaining 36.3% is explained by the variables of motivation, competence, discipline and compensation which are not disclosed in this study.

Hipotesist Test

### Partial Test (Test t)

The statistical T test basically shows how far the influence of one independent variable individually in explaining the dependent variable. This partial test is done by comparing the $\alpha$ (alpha) value with the p-value. If the p-value $<\alpha$ (0.05), then H0 is rejected. So that it can be said that there is a partial influence of the independent variable with the dependent variable, and vice versa. Following are the results of the t statistical test, which can be seen in the table below.

Tabel 9
Partial Test
Coefficientsa

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 4.177 | 1.826 | | 2.287 | .024 |
| MOTIVATION | -.171 | .093 | -.181 | -1.847 | .067 |
| COMPETENCE | .205 | .066 | .252 | 3.088 | .002 |
| DISCIPLINE | .359 | .081 | .362 | 4.403 | .000 |
| COMPENSATION | .475 | .102 | .448 | 4.674 | .000 |

a. Dependent Variable: Employee performance
Source: Processed data

Based on table 9 above, it is shown that the Motivation variable has a P-Value of 0.67 where this probability value is below 0.05. Thus, in accordance with the provisions in the testing criteria, if the probability value> 0.05, it can be concluded that the Motivation variable does not have a positive and significant effect on Employee Performance.

Next it is shown that the P-value of the competency variable is 0.002 where the probability value is <0.05. Thus, it is in accordance with the provisions of the test criteria, if the value is prob. <0.05. It means that partially competence has a positive and significant effect on employee performance.

### CLUSIONS AND SUGGESTIONS

Conclusions

Following the research that has been done, it can be drawn from the following conclusions:

1. Motivation has no significant effect on employee performance. employees only work in accordance with what is ordered by their superiors and because they are afraid of losing their jobs, without wanting to try to develop their potential and

actualize themselves to be more developed and experienced in the world of work.

2. Competence has a positive effect on the performance of employees of PT Tektonindo Henida Jaya. If competence is good, it will improve employee performance, on the contrary, if competence is bad, it will decrease employee performance.

3. Discipline has a positive effect on the performance of employees of PT Tektonindo Henida Jaya. If discipline is good, it will increase employee performance, on the contrary, if discipline is bad, it will reduce employee performance.

4. Compensation has a positive effect on the performance of employees of PT Tektonindo Henida Jaya. If the compensation is good, it will improve employee performance, on the contrary, if the compensation is bad, it will decrease the employee's performance.

Suggestions

Based on the research conclusion, it is suggested that the various efforts made in order to improve teacher performance are as follows:

1. In order for company leaders and managers to further motivate employees and encourage employee morale to want to learn more and develop the potential that exists in these employees.

2. So that employees can increase interest and morale to provide the best contribution to the company.

3. So that employees can increase discipline when given job responsibilities to produce good performance.

4. Regarding compensation, the company should provide promotion opportunities for employees who have good performance as a form of achievement for them.

5. So that employees can improve the quality of work to get maximum work results.

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