ABSTRACT

(CONNIEDIO / 1800861201240 / 2024 / *THE INFLUENCE OF COMPENSATION ON EMPLOYEE PERFORMANCE AT* PT. PRIMA KONSUMEN FINANCE JAMBI *CITY/ SUPERVISOR* I HJ. RENI DEVITA, SE, MM / *SUPERVISOR* II DRS. RASDI, MM.)

Compensation plays a very important role in employee performance. Therefore, the aim of this research is to describe employee compensation and performance at work, as well as to determine and analyze the effect of compensation on employee performance at PT. Prima Consumer Finance Jambi City.

The research method in this research is descriptive and quantitative. Distributing the questionnaire to a population of 77 people in 2023, the formula used to find samples is according to Istijanto (2009:114) so that the sample in this study totaled 77 respondents. Data analysis uses SPSS Ver 23 and uses a simple linear regression model with Y = a+b.X+e calculation.

To analyze the effect of compensation on employee performance at PT. Prima Consumer Finance Jambi City. Data analysis used SPSS Ver 23 and used a simple linear regression model with calculated Y = 0.914+0.613X+e. The compensation regression coefficient (X) is 0.613, meaning that compensation (X) has increased by 1 so that employee performance (Y) of PT. Prime Consumer Finance in Jambi City increased by 0.613.

The coefficient of determination is known from the value R2=0.383 (38.3%), which means that compensation (X) is able to explain employee performance (Y) at PT. Prime Consumer Finance in Jambi City is 38.3% and the remaining 61.7% is influenced by other variables. Not investigated in this study.

Based on the t test, the tcount value is 4.010 and ttable is 1.99210. From the comparison results, it can be seen that the test with a comparison of tcount 4.010 > ttable 1.99210 means that Ho is accepted by Hi. Rejected. This means that compensation affects employee performance at PT. Prima Consumer Finance Jambi City.

Keywords: Employee Compensation and Performance