ABSTRACT

(AMRIYADIL / 1700861201415 / 2023/ *THE INFLUENCE OF COMPENSATION ON PERFORMANCE OF EMPLOYEES ON PT. PRIMA KONSUMEN FINANCE JAMBI CITY/ SUPERVISOR* I SAKINAH AS, SE, MM / *SUPERVISOR* II KHULUQON AZIMA, SE, MM.)

Compensation plays a very important role in employee performance. Therefore, the purpose of this research is to describe the compensation and performance of employees at work, and to find out and analyze the effect of compensation employee performance at workin PT. Prima Konsumen Finance Jambi City.

Research methods in this study is descriptive and quantitative method. Data analyze use SPSS Ver 22 and using models simple linier regression with result of count Y = 0,914+0,613X+e. The test of determination with R^2 of 30,3%. T test by comparison t_{count} 4,010> t_{table} 1,68957 then Ho accepted Hi be. Rejected.

To analyze the effect of compensation onperformance of employees on PT. Prima Konsumen Finance Jambi City. The distribution of questionnaires with a population of 37 people in 2022 , then the formula used to find samples according to Istijanto (2009 :114)so that the sample in this study amounted to 37 people respondent.

Work discipline regression coefficient (X) is 0,613, meaning that compensation (X) has increased by 1%, so performance of employees at work (Y) PT. Prima Konsumen Finance Jambi City. The coefficient of determination is known from the value of R^2=0,303 (30,3%) which means thatcompensation (X) is able to explain performance of employees at work (Y) at the PT. Prima Konsumen Finance Jambi City that is equal to 30,3% and the remaining 69,7% is influenced by other variables. Not investigated in this study.

Based on t-test, t-count value is 4,010 and the t-table is 1,68957. From the comparison results, it can be seen that the test by comparison t_{count} 4,010> t_{table} 1,68957 then Ho accepted Hi be. Rejected. Meaning that Compensation affect performance of employees at work at PT. Prima Konsumen Finance Jambi City.

Keyword :Compensation and Employee Performance