



The Influence of Compensation on Employee Work Motivation at PT. Matahari Department Store at Mega Trade Center Megamas Manado

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Abstract: Sampling was carried out using the Sevila (Slovin) formula with a precision of (5%). The sample size is 80 employees, using the survey method. Data collection was carried out by distributing questionnaires and data processing using correlation analysis and simple linear regression. The results of the t test obtained t-count = 19.447 > t-table = 0.632, then t-count = 19.447 > t-table 0.632. By comparing the t-table with the t-count, the compensation variable (X) influences employee work motivation. The results of the F test obtained F-count = 378.174 > F-table 3.951 with a significance value of 0.05, which was proven by the effect through the t test, obtained t-count = 19.447 > t-table 1.66462, so H1 was accepted and Ho was rejected. The results of this research show that compensation has a positive effect on employee work motivation at PT. Matahari Department Store at Mega Trade Center Megamas Manado.

Keywords: Compensation, Employee Work Motivation.

1. INTRODUCTION

Technological advances and the increasingly rapid development of information require that every company and work institution be required to have reliable and qualified human resources in accordance with their scientific field to be able to carry out their work and functions. The existence of human resources in a company has the most important function in achieving company goals both now and in the future. This condition requires that every employee who works must have strong potential to translate the company's goals. The potential of every human resource in the company needs to be managed and utilized optimally so that it can make a positive contribution in improving the company's achievements and performance. Companies and employees are two important variables that are both needed to achieve mutually expected goals, so that employees as human resources are seen as managers and drivers who encourage organizational growth within the company. Therefore, employees as very important human resources in a company are required to remain creative in order to build performance for the company, in order to realize their abilities and have the opportunity to improve work performance as well as efforts to build competition. For companies, success is a means of growth and development as well as a means to play their role in an era of increasingly competitive competition. Every company wants success in achieving its expected goals, but empirical facts show that there are still many companies that have not been able to optimally realize their

expected goals. There are various factors that are the reasons why this still happens frequently and is experienced by various companies, both government and private. One of the main causes is that the salary compensation or work wages provided by the company are not in accordance with the standard operational procedures and compensation system established by both the government and the company. Compensation is an important factor in improving employee performance, especially in maximizing the achievement of goals set by the company. One of the things that companies hope to improve the performance of their employees is that companies need to provide fair compensation according to work standards. The fact is that the compensation received by employees is often not able to meet the expectations of each employee who works. Apart from that, compensation for employees also greatly influences their behavior and performance. The compensation provided must be able to attract employees' interest in working for a particular company, which can encourage employees to work harder, to build their self-discipline for optimal performance to achieve goals.

Compensation is of course not the only factor that influences employee work motivation, other factors, such as (1) a positive work environment can also increase employee satisfaction and consequently motivate employees to make good contributions, (2) clear career development and Effective management support can both be a strong driver of motivation, (3) clarity of company goals can also be a determining factor in employee motivation. How employees see their contribution to achieving company goals can motivate them to work better and more dedicatedly. PT. Matahari Department Store, Mega Trade Center Megamas Manado is a retail company in Indonesia which is the owner of the Matahari department store chain with the address, Jl. Piere Tandean, Manado City, postal code 95112, providing various quality, fashionable and affordable clothing, beauty and footwear products for the growing Indonesian middle class, and is in great demand by various groups. PT. Matahari Department Store, Mega Trade Center Megamas Manado, employs a number of employees by providing compensation as a form of appreciation for the services provided by the employees. Some of the compensation given as remuneration is (1) salary, (2) allowances, bonuses (3)) incentives, (4) employment protection and health insurance. Initial observations carried out showed that PT. Matahari Department Store, Mega Trade Center Megamas Manado, has not provided compensation in accordance with standard operating procedures; standard operating procedures have not been used as a standard for increasing employee work motivation; the determination of compensation is not the same for all employees; the company's standard operating procedures have not been

properly translated by all employees in carrying out their work; there are still employees whose work motivation is relatively low; work motivation has not been seen by employees as a condition for receiving adequate compensation; work relations between employees are still limited to their respective jobs; the facilities and infrastructure needed by employees for work are not given enough attention, monitoring has not been carried out optimally by the company; Evaluation activities have not been carried out regularly by the company. Based on the description of the problem in the background above, this research was formulated with the title; “The Influence of Compensation on Employee Work Motivation at PT. Matahari Department Store, at Mega Trade Center Megamas Manado”.

2. LITERATURE REVIEW

Priansa (2017:112) in his concept says that compensation is an important function in human resource management, because compensation is one of the most sensitive aspects in work relationships. This is also said by Sutrisno (2017: 183) that what is meant by compensation is everything that employees receive as compensation for their work. Then Mulyadi (2019: 123) emphasized that compensation is any form given to all employees as remuneration for the contribution given to the company to employees after completing and carrying out their duties and work within a certain period of time. Ivanchevich, J.M., Kanopaske, (2017:170) stated that compensation is intended as a company reward for the sacrifice of time, energy and thoughts that employees have given to the company. Meanwhile, Bangun (2019:67) defines compensation as something that employees receive for the services they contribute to their work, where employees contribute what they think is valuable, whether energy, thoughts or knowledge. Thus, it can be generalized that compensation is everything that employees receive as remuneration for their work activities, according to a predetermined time. In order for compensation to feel fair, job evaluation is an activity that needs to be carried out in providing compensation. Siagian, Sondang P (2018:132) defines motivation as a driving force that results in someone being willing to direct their abilities in the form of expertise or skill and time to carry out various activities that are their responsibility and fulfill their obligations in order to achieving predetermined goals or with other concepts motivation is a series of attitudes and values that influence specific things according to previous goals, also attitudes and values which are invisible which provide the strength to encourage individuals to be able to implement the goals and objectives of the organization where they work in a certain time. Furthermore, Bilgah (2018:324) says that motivation is an activity to carry out as a willingness to expend

a high level of effort for organizational goals, which is coordinated by the ability of that effort to meet an individual need. Another assertion is that motivation is about how to direct the power and potential of subordinates, so that they are willing to work together productively to successfully achieve and realize the goals that have been set. Companies not only expect employees to be capable, capable and skilled, but most importantly they are willing to work hard and have the desire to achieve maximum work results. Employees' abilities and skills are meaningless to the company if they are not willing to work hard. Yola Irfatunna Difa, A.f. (2022:88) describes: motivation can represent psychological processes, which cause the emergence, direction, and persistence of voluntary activities directed towards certain goals. Furthermore, it is further explained that motivation is a number of processes that are internal and external for an individual which causes an attitude of enthusiasm and achievement in carrying out certain activities. Based on several definitions of motivation above, every action of a leader in an organization stimulates a reaction in his employees, so he has no choice whether he motivates them or not. Relevant Research. 1). Wulansari (2014) with the title *The Effect of Compensation on Employee Work Motivation in the Human Resources Department of PLN West Java Distribution Office* stated that by relying on the results of simple regression calculations, it is stated that there is a significant relationship between the variables compensation and motivation variables. This can be seen from the coefficient of 0.698, obtained from the results of regression calculations, and it is concluded that there is a strong and significant relationship between compensation and motivation variables. 2). Sarira (2015) with the title *The Effect of Compensation on Employee Work Motivation at PT. Humans of Baraperkasa in Samarinda*. The result is a significant t value of 13,953, exceeding the t table value of 1,988, which means that compensation has a strong influence on the work motivation of PT employees. Humans of Baraperkasa. 3). Rifqi Ali Mubaroq (2017) with the title *The Influence of Compensation on Employee Work Motivation at PT. Sadiq Sharia Ex. Bprs Cipaganti Bandung* explained that compensation had an influence of 4.01 while work motivation was 3.98 at PT. Sadiq Sharia Ex. Bprs Cipaganti. The similarities and differences between the three studies above and the research I conducted are as follows: The similarities and differences between the three studies above and the research I conducted are (1) both examine the effect of compensation on employee work motivation; (2) both use the same method and approach, namely the survey method with a quantitative approach. Meanwhile, the differences between the three studies are (1) the three researchers above studied at different places and times; (2) research results vary according

to individual identification and research objectives; (3) while the researcher who is currently conducting research is at PT. Matahari Department Store, at Mega Trade Center Megamas Manado.

3. METHODS

The research method used in this research is the Survey method according to the concept of Suharsimy, Arikunto (2018:112) with the following work steps: (1) Determine the problem, (2) Develop a hypothesis, (3) Determine the research objectives, (4) Determining the survey method, (5) Determining the sample design, (6) Determining the sample size, (7) Developing questions, (8) Writing the tools used, (9) Determining respondents, (10) Recording all respondents' results, (11) Preparing data to be processed automatically or manually, and (12) Create reports. To obtain the necessary data, this research used a tool called a Questionnaire. This questionnaire contains questions that will be given to respondents to measure variables that are related to existing variables and can be in the form of respondents' experiences and opinions. then all the answers obtained by the researcher are recorded, processed and analyzed to obtain data about the variables studied. This research has two variables, namely the independent variable or variable that conducted to determine the effect of Variable (X) Compensation as an independent variable or independent variable on employee work motivation as a dependent variable or dependent variable at PT.Matahari Department Store, at the Mega Trade Center Megamas Manado.

4. RESULTS

Hypothesis testing is known by looking at the results of statistical tests, where from correlation analysis r-calculation or $r_{xy} = 0.911 > r_{table} = 0.1852$ with $\alpha = 0.05$, then accept H1. Likewise, it can be seen from the F test that $F_{count} = 378.174 > F_{table} = 3.951$ with a probability or significance of 0.000. The significant value obtained is > 0.05 , thus accepting H1 and rejecting Ho. Likewise, in proving the significance of the effect using the t test, we obtained $t_{count} = 19.447 > t_{table} = 1.66462$, which means that we accept H1 or it can be said that compensation has a significant effect on employee work motivation at PT. Matahari Department Store at Mega Trade Center Megamas Manado. The basis for decision making is

- a. By comparing t_{table} with t_{count} .

If $t_{count} > t_{table}$, then H_1 is accepted.

If $t_{count} < t_{table}$, then H_0 is rejected.

- b. By looking at the probability (P-value), if the P-value < 0.05 then H_0 is rejected. If P-value > 0.05 then H_1 is accepted.

Decision-making :

- c. By comparing t_{table} with t_{count} . The Compensation variable with t_{count} (19.447) is greater than t_{table} (1.66462) which means that Compensation influences Employee Work Motivation (Y) significantly.
- d. Decision making for testing variable F_{table} numbers (in this study) with a significance level of 5% ($\alpha = 0.05$) and with degrees of freedom or df (degree of freedom) search results using MS Excel in the ANOVA section (column title df) which is read as the numerator is 1 and the denominator is 80. The F_{table} for $F(0.05;1;80)$ shows a figure of 3.951 while the F_{count} is 378.174.

The basis for decision making, namely:

By comparing t_{count} with t_{table} . If $t_{count} > t_{table}$, then H_1 is accepted. If $t_{count} < t_{table}$, then H_0 is rejected. By looking at the probability (P-value), if the P-value < 0.05 then H_0 is rejected. If P-value > 0.05 then H_1 is accepted.

Decision-making :

By comparing F_{count} and F_{table} . F_{count} from the results obtained through SPSS 22.0 calculations shows the number 378.174 which is greater than F_{table} (3.951) which means H_1 is accepted or H_0 is rejected. This means that variable X (Compensation) influences the amount of Employee Work Motivation (Y).

By looking at the probability value (Eigenvalue). The probability of the output results showing a figure of 1.995 (Significance F) is greater than 0.05 so that H_1 is accepted. This means that the Compensation variable (X) influences the magnitude of the Employee Work Motivation variable (Y).

Compensation is a reward in the form of money or non-money given by the company to employees after an employee has completed their work within a certain time. In general, compensation can be divided into three parts, namely, (1) direct compensation in the form of salary, (2) indirect compensation in the form of employee welfare, holiday allowance (THR), (3) Incentives in the form of bonuses given by the company because of work achievements achieved. Thus, it can be generalized that compensation in the employee's view is everything that the company provides that the employee receives, both physical

and non-physical. Compensation can also be interpreted as the total compensation received by a person or employee for the results of their work in a company in the form of money or goods, either directly or indirectly. PT. Matahari Department Store, Mega Trade Center Megamas Manado, in providing compensation is still experiencing problems, including; There are still employees who have not received compensation according to the rules and regulations set by the company, so this has an impact on employee work motivation which is not yet optimal. Companies need to find the right formulation to improve employees so they can improve their performance at work. It cannot be denied that compensation is the main factor that can motivate employees in mobilizing energy and passion at work. This is important to do so that the company can maintain its employees with good work performance and quality in order to achieve previously set goals. Thus, it is necessary to improve the compensation system, including determining the amount of payment that must be received by each employee. This condition is a common phenomenon which is an important part of the company's management system because many companies and work institutions are unable to retain their employees simply because the compensation provided is not in line with employee expectations. One of the common factors that causes this is that many companies are unable to establish a compensation system in accordance with the applicable and agreed terms and regulations and there are still companies that do not really understand what the meaning and purpose of providing compensation to employees is, the important thing is that the company has carrying out its obligations, this makes it difficult to create positive connections that can build the principle of cooperation between the company and employees. Martoyo (2021:145) who said that the aim of providing compensation to employees has six (6) things, namely: (1) To meet the economic needs of employees or as a guarantee of economic security for employees who are already working (2) Encourage employees to be more active in carrying out their work (3) to further motivate employees at work, so that productivity can increase and employee performance is maximized, (4) so that employees remain loyal at work, (5) so that the company can maximize the goals to be achieved, (6) shows that the company is making progress. PT. Matahari Department Store, Mega Trade Center Megamas Manado to date has tried to fulfill the expectations of employees who have not received compensation rights in accordance with applicable provisions, including (1) implementing a wage system determined by the provincial government (UMP), (2) providing compensation employees on time, as determined, (3) provide bonuses to employees who have achievements in their work, (4) provide additional compensation in the form of incentives or religious holiday

allowances. In connection with this condition, Khadarisman (2016: 211) said that the problem of providing compensation is still a challenge for every company, so improvements are needed in terms of the compensation system. The challenges that influence the size of compensation given to employees include: (1) Supply and demand for labor, (2) Productivity, (3) availability to pay, (4) wage and salary systems issued by the government which are sometimes difficult to realize by private companies. Motivation is an impulse that drives behavioral abilities to provide a basis for someone to act in a way that is directed towards certain goals. Meanwhile, work motivation is a stimulus or stimulus for each employee to work according to the job or task given to him. With good motivation, an employee will feel happy and enthusiastic, have high commitment in carrying out their work, resulting in good and optimal development and growth in the company management process. The success of the motivation process in a job is determined by various indicators used as a means to measure and evaluate the motivation process that is occurring in an employee's work. In connection with the above, A. Maslow in Iskandar, N.Y (2018: 187) explains that the success of an employee in work is determined by various indicators used to measure the monkey's motivation, namely: (1) physiological needs, (2) safety needs, (3) social needs, (4) need for esteem, (5) self-actualization. These five indicators are very important for an employee to have because these indicators will encourage better company performance, in terms of team/group work comfort, as well as individual work comfort, speeding up the process of completing tasks and responsibilities in working to achieve company goals. has been set. In connection with the above concept, Agata Linda 1, W. (2018: 132) emphasized that compensation is an important factor in increasing employee work motivation. Whatever an employee will do will always be related to the compensation they will receive, so that every company should be able to ensure that compensation given to employees is in accordance with applicable regulations and in accordance with employee expectations. If this is done, it is certain that employee motivation will increase in carrying out their work. In connection with the concept above, a person's motivation process is usually influenced by three main components, namely: (1) needs, (2) encouragement, (3) goals. Needs arise when individuals feel there is no balance between what they have and what they hope for. With Thus, motivation can function as a driving force to achieve better results. An employee will do his job well because there is motivation within him to work better. In this regard, motivation within a person will occur both intrinsically and extrinsically. Intrinsic motivation is motives that become active so that they do not need external stimulation; because from within the individual there is an urge to do something.

Meanwhile, extrinsic motivation is motives that are active and function due to stimulation from outside themselves. If so, then motivation functions to provide encouragement, determine direction, and help make selections. Encouraging someone to do something is the driving force in someone's activities. The concrete implications of the results of this research are expected to be: (1) PT. Matahari Department Store, Mega Trade Center Megamas Manado, must improve the compensation system, so that employee work motivation increases, (2) providing compensation to employees needs to be adjusted to applicable regulations, (3) determining the amount of compensation must be adjusted to government regulations and policies, (4) it is necessary to provide other types of compensation which are employees' rights, (5) it is necessary to provide guarantees to employees as a form of protection while the employee is working, (6) basic salary compensation must be the same for all employees. The implication above can be proven by the results of statistical analysis in this research which was obtained through $r = 0.911$, this states that the compensation variable (X) is interpreted as having a very strong correlation, and the contribution of employee work motivation (Y) at PT. Matahari Department Store at Mega Trade Center Megamas Manado is known through the coefficient of determination: $r^2 \times 100\% = 83\%$. The regression coefficient obtained is the value $a = 9.4685$ and the value $b = 0.632$, substituted in the linear regression formula is $\hat{Y} = 9.4685 + 0.632 X$, then the value of employee work motivation (Y) PT. Matahari Department Store, at Mega Trade Center Megamas Manado, is 9.4685 and coefficient (B) = 0.632, this states that for every additional value of the Compensation variable (X), the value of the employee Work Motivation variable (Y) will increase = 0.632; Meanwhile, the results of the t test obtained a calculated t value = 19.447 and t table = 1.66462, then $t_{\text{count}} = 19.447 > 1.66462$. Thus, the Compensation variable (X) with t_{count} , 19,447 is greater than t_{table} 1.66462; This value shows that the Compensation variable (X) influences the work motivation of PT employees. Matahari Department Store, at Mega Trade Center Megamas Manado.

5. CONCLUSION

Based on the research results, the following conclusions can be drawn: The results of the correlation test analysis show that the value of the influence of Compensation (X) on Employee Work Motivation (Y), $r_{xy} = 0.911$, states that the correlation between variable X (Compensation) and variable Y (Employee Work Motivation) can be interpreted as a very strong correlation. The contribution of compensation to employee work

motivation is known through the coefficients determined as follows: $KP = r_{xy}^2 \times 100\%$, $KP = 0.9112 \times 100\% = 83\%$. The results of the regression test on the influence of compensation on employee motivation are interrelated, the influence of linearity $\hat{Y} = 9.4685 + 0.632 Y$) PT. Matahari Department Store, at the Mega Trade Center Megamas Manado is 9.4685, and the regression coefficient (B) = 0.632 which states that for every additional value of the compensation variable (X) the value of the employee work motivation variable (Y) of PT Matahari Department Store, at Mega Trade Center Megamas Manado will increase by = 0.632. The results of the t test obtained t-count = 19.447 > t-table = 0.632, then t-count = 19.447 > t-table 0.632. By comparing the t-table with the t-count, the compensation variable (X) influences employee work motivation. The results of the F test obtained F-count = 378.174 > F-table 3.951 with a significance value of 0.05, which was proven by the effect through the t test, obtained t-count = 19.447 > t-table 1.66462, so H1 was accepted and Ho was rejected. Thus the results of this research shows that compensation has a positive effect on employee work motivation at PT. Matahari Department Store at Mega Trade Center Megamas Manado. Based on the research results, discussions and conclusions that have been described, several suggestions are given which are expected to be useful for PT. Matahari Department Store, Mega Trade Center Megamas Manado, as follows: 1). For PT Leaders. Matahari Department Store Mega Trade Center Megamas Manado needs to improve and renew the compensation system for employees in accordance with applicable regulations, so that employee work motivation increases. 2). PT. Matahari Department Store, Mega Trade Center Megamas Manado, compensation needs to be adjusted to the regulations and policies as well as the compensation system established by the government regarding the provision of provincial minimum wages (UMP), properly and evenly, without favoritism, according to the employee's level of work. 3). The results of this research show that there are still other factors that can influence compensation. Therefore, the researcher suggests to the next researcher, to conduct research on the factors that influence compensation, which is useful for PT. Matahari Department Store, Mega Trade Center Megamas Manado, in increasing employee work motivation, in order to realize the vision and mission as well as the goals and objectives that have been set.

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