

ABSTRACT

Meliana, 2014. Effect of Compensation and Working Environment Work Motivation and its Impact on Employee Performance At The Foodhall Supermarket. Graduate Program University of Muhammadiyah Jakarta.

Demands for improved performance good employees, the company provides opportunities to improve performance by providing a good compensation, a comfortable working environment, motivation and employee performance through the leadership of the company in order to carry out the task at hand as possible. Accordingly, the aim of this study include: (1) To determine and analyze the effect of Compensation for Work Motivation. (2) To determine and analyze the influence of the working environment to work motivation. (3) To know and analyze the effect on the performance of Employee Compensation. (4) To determine and analyze the influence of the working environment on the performance of employees. (5) To know and analyze the effect of Work Motivation on Employee Performance.

The sampling technique is random sampling. The sample in this study was 100 respondents in the neighborhood The Foodhall Supermarket Plaza Indonesia, Kebon Jeruk Permata Hijau. The method used in this research is descriptive, a method of describing the nature of a temporary nature walk at the time of the research and analyzing the causes of the symptoms. The method has been widely used, it can be useful to help adapt, solve problems arising, and achieve goals. The research design used in this research are descriptive design to describe the data and facts from research variables, and Desai casual to analyze the influence of the independent variables include compensation (X1), work environment (X2), motivation (X3), the dependent variable is the performance of employees at The Foodhall Supermarket (X4).

The results of the study successfully analyzed (1) There is the influence of the contribution of variable compensation significantly affect the work motivation (2) There is the influence of the contribution of variables Working Environment significantly to the work motivation (3) influences of contribution between variable compensation significantly the Employee Performance (4) There is influence between the variables contributing significantly to the Work Environment Employee performance (5) there is influence between the variables contributing significantly to the Work Motivation Employee performance.

Keywords

Compensation, work environment, employee motivation, employee performance, descriptive methods, descriptive, casual design