



ISSN: 2722-791X (Online)

Point of View Research Management

<https://journal.accountingpointofview.id/index.php/povrema>



The Effect of Motivation and Compensation on Employee Performance

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Submission Information:

Received: 29, June, 2022
Accepted: 21, August, 2022
Available Online: 24, August, 2022

Keywords:

Motivation
Compensation
Employee Performance

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Abstract

This study aims to determine and analyze the effect of motivation and compensation on employee performance at Fajar TV FM Makassar. To answer these problems, the researchers used a quantitative approach by using primary data in the form of a questionnaire distributed to the entire research population. This study's population was all Fajar TV FM Makassar employees, totaling 60. The sampling technique is census sampling, where all population members are used as samples. The data analysis method used is descriptive statistical analysis and testing all hypotheses through partial, simultaneous, and coefficient of determination tests. The results showed that the motivation variable had a positive and significant effect on the performance of Fajar TV FM Makassar employees. This means that the higher the employee's motivation for the company, the higher the employee's achievement and performance will be. Furthermore, the compensation variable has a positive and significant effect on the performance of Fajar TV FM Makassar employees. This means that the more appropriate the compensation is given according to their needs, the performance of Fajar TV FM Makassar employees will increase.



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Introduction

Human resource management is an important thing that the company must consider. Human resources are the driving force behind the running of the company and an essential asset for the company (Martini, 2014) . The company's goal, in general, is to achieve profit and strive to maintain its long-term viability. To achieve this goal, the company carries out its activities using the factors of production, namely nature, capital, skills, technology, labor skills, and others. One of the most important factors is the workforce or employees because of perfect technology. If quality natural resources do not support it, the company will not be able to run well (Darmawan, 2019) .

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The tight competition and the advancement of the times require companies to be able to manage existing resources. In the face of the times and competition requires employees with a high-performance level. The company's goal to get high results and achieve maximum targets requires good employee performance. The performance of its employees strongly influences the success of a company. Every company always tries to improve employee performance with the hope that the company's goals will be achieved (Mujiatun, 2017) .

Fajar TV FM Makassar has employees with different characters. Employees may influence these differences regarding knowledge, skills, attitudes, discipline, and other factors so that the level of work effectiveness of employees will vary. In managing the social welfare carried out by the office so far, the official leadership has motivated employees to work where one of the efforts made is through the provision of employee motivation and workers' compensation. Thus motivation and compensation are one of the ways/factors in which the situation in humans is a strong impulse or a force that can move human behavior to achieve the goals be achieved, therefore motivation is closely related to work performance and also often occurs in a company where the performance of an employee is not proportional to the compensation given (Adha et al., 2019; Sugiarti, 2012) . This discrepancy is caused by the treatment of the leader to his subordinates that deviates from the provisions and ethics that should apply so that subordinates have poor judgment if their life needs have been met or it is possible that employees can carry out their duties properly (Khuong & Linh, 2020) .

Compensation is significant for the employees themselves as individuals because the compensation is a reflection or measure of the value of the employee's work itself. On the other hand, the size of the compensation can affect employee performance, motivation, and job satisfaction. Likewise, companies have taken the form of providing compensation as a motivation to improve the performance of their employees. If the compensation is not followed as expected by the employee, then the employee's performance will decrease. This is because employees are not meeting their daily needs from the compensation they receive, so they will try to find a side job (Hartawati & Sahur, 2020; Ihsan, 2020) .

Motivation must be known not based on the value of money earned alone but on basic needs. When people's basic needs are met, they will need things that satisfy their souls, such as job satisfaction, appreciation, work atmosphere, and things that satisfy their desire to develop, namely opportunities to learn and develop themselves. So that finally, people work or do something because they want to have a meaningful life and be able to pass on something to their loved ones (Iswari & Pradhanawati, 2018) . Furthermore, more importantly, we will not get all that before we motivate ourselves (inner motivation). Because motivating from within oneself will make a person complete his work with enthusiasm, depending on the factors that exist in themselves, such as ambition, education, age, and experience. By motivating and getting motivation from outside (family, leadership, and company), then growing and developing within yourself, it will make itself a professional workforce and have high productivity. Usually, that productivity will form as expected by the company itself (Da Cruz Carvalho et al., 2020; Prakoso et al., 2014) .

It should be realized that the influence of motivation and compensation on employee performance is closely related to achieving company goals (Alamsyah & Setyowati, 2019) .

Employees will work very productively or not depending on motivation, compensation, social pressures, and changes that affect employee performance. Therefore, the success or failure of the implementation of human resource functions in a company depends on the extent of the quality of its human resources, and one of the efforts made to improve employee performance is the provision of motivation and compensation.

The company needs to give work motivation to employees and pay attention to compensation for employees needs to be done by the company so that employee performance is getting better. This follows the results of previous research conducted by (Suhardi, 2019) found that work motivation significantly affects employee performance. Research conducted by (Haryani, 2015) found that compensation positively and significantly affects employee performance. In addition, research (Alamsyah & Setyowati, 2019) found that work motivation and compensation simultaneously significantly affect employee performance.

Three factors affect the performance of employees or employees (Dewi & Wibawa, 2016) , first individual factors. Individual factors are the ability and skills to do work. A person's competence is influenced by several factors that can be grouped into two groups: ability and work skills, motivation, and work ethic. The second factor is the organizational support factor. In carrying out their duties, employees need the support of the organization where they work. This support is in the form of organizing, providing work facilities and infrastructure, a comfortable working environment, and working conditions and terms. Organizing is intended to clarify for everyone the goals that must be achieved and what must be done to achieve these goals. Everyone needs to have and understand clear job descriptions and duties. The third factor, namely management support, company performance, and everyone's performance, is also highly dependent on the managerial ability of the management or leaders, either by building a safe and harmonious work system and industrial relations as well as by developing worker competencies, as well as by growing the motivation of all employees to work hard. work optimally.

Several factors affect employee performance, but this study focused on the variables of work motivation and compensation. Several studies have shown that work motivation and compensation positively influence employee performance. Without the motivation of employees to work together for the company's benefit, the goals that have been set will not be achieved, and vice versa. Besides that, compensation plays a vital role in improving employee performance where one of the main reasons for a person to work is to fulfill his life needs. Based on this description, this study aims to determine the effect of motivation and compensation on the performance of Fajar TV FM Makassar employees.

Theoretical Framework and Hypotheses

According to Uyun (2021) , human resource management is a process of planning, organizing, directing, and supervising the activities of procurement, development, compensation, integration, maintenance, and release of human resources to achieve various individual, organizational, and community goals. The main objective of human resource management is to increase the contribution of employees to the organization in order to achieve the productivity of the organization concerned.

This is understandable because all organizational activities depend on the organization's humans. Therefore, these human resources must be managed to be efficient and effective in achieving organizational goals.

This goal, according to Sedarmayanti (2009) can be translated into 4 more operational objectives, namely: 1) Community Goals (Social Objectives). The goal of society is to be socially responsible in terms of the needs and challenges that arise and society. 2) Organizational Objectives. The purpose of the organization is to see that human resource management exists. It is necessary to contribute to the overall utilization of the organization. 3) Functional Objectives. The purpose of the function is to maintain the contribution of other parts so that they (human resources in each division) carry out their duties optimally. 4) Personal Objectives. Personal goals are to assist employees in achieving their personal goals to achieve organizational goals. The employee's personal goals are expected to be fulfilled and have become the motivation and maintenance of the employee concerned.

Motivation comes from the Latin word "Movore" which means encouragement or movement. There are several theories of motivation submitted by several experts: According to Edwin B Flippo, motivation is "A skill, in directing employees and organizations to want to work successfully, so that the desire of employees and organizational goals are achieved at the same time" (MSP Hasibuan, 2016) . Meanwhile, Farida (2016) said that motivation is "A driving force that creates enthusiasm for one's work so that they want to work together, work effectively, and be integrated with all their efforts to achieve satisfaction."

Motivation has several goals in its implementation, where the motivation goal describes an individual who is effective and efficient. According to the book (MSP Hasibuan, 2016) , there are several motivational goals: 1) Improving employee morale and job satisfaction. 2) Increase employee productivity. 3) Maintaining the stability of the company's employees. 4) Improve employee discipline. 5) Streamline the procurement of employees. 6) Creating a good working atmosphere and relationship. 7) Increase employee loyalty, creativity, and participation. 8) Improve the level of employee welfare. 9) Enhance employees' sense of responsibility towards their duties. 10) Improving the efficiency of the use of tools and raw materials.

There are two types of motivation, namely positive motivation and negative motivation. These two motivations are explained in the book (MSP Hasibuan, 2016; Juniari et al., 2015) , namely: 1) Positive. This motivation means that managers motivate (stimulate) subordinates by giving prizes to those who perform above standard achievements. With positive motivation, the morale of subordinates will increase because people generally like to accept things that are fine. 2) Negative motivation, this motivation means that managers who motivate subordinates with their standards will get punished. With this negative motivation, subordinates' morale to work in the short term will increase because they are afraid of being punished, but it can have bad results in the long term.

Several concepts of the motivation model are presented (JS Hasibuan & Silvya, 2019) , including 1) Traditional Model. This model suggests that to motivate subordinates to increase their work passion, it is necessary to apply an incentive system, namely the provision of cash or goods incentives to employees who perform well. 2) Human Relations Model, this model suggests that to motivate subordinates to increase their work enthusiasm is to acknowledge their social needs and make them feel valuable and important. 3) Human Resources Model says that employees are motivated by

many factors, not only money and goods or the desire for satisfaction, but also the need for achievement and meaningful work.

Motivation has two methods, namely direct motivation, and indirect motivation. These two methods are explained by (JS Hasibuan & Silvya, 2019; Sokro, 2012) , namely: 1) Direct motivation is motivation (material and non-material) that is given directly to individual employees to meet their needs and satisfaction. So it is exceptional such as praise, awards, holiday allowances, bonuses, and service stars. 2) Indirect motivation is the motivation given only facilities that support work passion or smooth tasks so that employees feel at home and enthusiastic about doing work.

Maslow has a theory called the tiered theory or pyramidal (hierarchical needs) or tiered needs. In this theory, Maslow argues that human needs are tiered from the most basic needs to the highest needs. This means that humans have different needs from one another. Fulfill satisfaction, it starts from the most basic needs, namely physiological needs (board, clothing, and food). If the needs at the first level have been met, then look for the needs at the second level and so on (Prima, 2018) .

About a person's level of expectation, Craig C. Pinder argues that several factors affect a person's level of hope or expectation (Safwan & Abdullah, 2014), namely: a) Self-esteem. b) Success in carrying out the task. c) Assistance achieved from a supervisor and subordinates. d) Information needed to carry out a task. e) Good materials and sound equipment for work. While expectancy theory states that employee motivation is the result of how far a person wants rewards (Valence), namely the assessment that the likelihood of an effort will lead to the expected performance (Expectancy), and the belief that performance will lead to rewards (Instrumentality). In short, Valence is the significance that individuals attribute to the expected outcome.

The process of motivation as a behavior guide is a cycle and system consisting of three elements. The three elements are needs, drives, and goals. These three elements support and influence each other. The three elements can be described as follows: 1) Needs. Need is a 'lack.' In the sense of balance, the need is created when an imbalance is physiological or psychological. 2) Drives. Encouragement can be formulated simply as a deficiency accompanied by direction. The drive is action-oriented to achieve goals. 3) Goals (goals). A goal of the motorcycle is anything that relieves a need and reduces a drive. So achieving a goal tends to restore the imbalance to a physiological and psychological balance.

The problem of sensitive compensation because it is a driving force for someone to work also affects the morale and discipline of the workforce. Therefore, any company/organization should provide compensation balanced with the workload borne by the workforce. According to (Azis, 2018) , compensation is a service fee/remuneration provided by the company to the workforce that has contributed energy and thoughts to the progress of the company in order to achieve the goals that have been set. Meanwhile, according to Hasibuan (2002; 118), Compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company.

According to Hasibuan (2016) , financial compensation can be divided into two: a) Direct compensation is compensation received by employees who have a direct relationship with work, namely, in the form of salaries, wages, and incentive wages. b) Indirect compensation This is compensation received by employees who do not have a direct relationship with their work, among

others, health insurance, educational assistance, and payments during leave or illness.

Compensation or remuneration programs benefit the company, employees, and the government/community. According to (Haryani, 2015) the purpose of providing compensation is a) bond of cooperation. The provision of compensation establishes a formal bond of cooperation between the employer and the employee. Employees must carry out their duties properly, while employers/employees must pay compensation following the agreed agreement. b) Job satisfaction. With remuneration, employees can meet their physical, social, and egoistic needs to obtain job satisfaction from their position. c) Effective procurement. If the compensation program is set large enough, it will be easier to find qualified employees for the company. c) Motivation. The manager will easily motivate his subordinates if the remuneration is large enough. d) Employee stability. A compensation program based on fair and proper principles and externally competitive consistency guarantee employee stability because the turnover is relatively small. e) Discipline. If the remuneration is large enough, the employee discipline will be better. They will be aware of and obey the applicable regulations. f) Influence of Trade Unions. With a good compensation program, the influence of trade unions can be avoided, and employees will concentrate on their work. g) Government Influence. Government intervention can be avoided if the compensation program complies with applicable labor laws (such as minimum wage limits).

Performance is a result of work achieved by a person in carrying out his duties on skills, efforts, and opportunities. Based on this explanation, performance is a result achieved by a person in carrying out tasks based on skills, experience, sincerity, and time according to predetermined standards and criteria. According to (Suprianto, 2016), performance is the achievement achieved by a person in carrying out the tasks and work assigned to him. Phrases such as output, efficiency, and effectiveness are often associated with productivity. From this opinion, it can be concluded that employee performance is a level of progress of an employee on the results of his efforts to improve his ability positively in his work.

Three factors can affect performance: 1. Individual Attributes. The various attributes attached to individuals can distinguish one individual from another. This factor is an individual's ability to complete predetermined tasks (capacity to perform) consisting of a) Demographic characteristics, for example, age, gender, and others. b) Characteristics of competition, for example, talent, intelligence, ability, and skill. c) psychological characteristics are values, attitudes, and personality. 2. Ability to Work. With various attributes attached to individuals, it shows that there is an equal opportunity to achieve achievement, only to achieve good performance requires effort or a willingness to work hard because willpower is a strength in individuals that can spur work effort and provide direction perseverance. 3. Organizational Support. In achieving high employee performance, it is also necessary to have support or opportunities from the organization/company. This is to anticipate the limitations of both employees and the company.

Performance appraisal is a process carried out by companies to evaluate a person's job performance. Performance appraisal is an activity carried out by management to assess the performance of the workforce by comparing performance on performance with job descriptions/descriptions within a certain period, usually at the end of each year (Atatsi et al., 2019). From this statement, it can be concluded that performance appraisal is a management activity to assess

and evaluate work results within a certain period.

Based on the theoretical basis that has been explained, the hypotheses raised in this study are as follows.

- H1:** Motivation has a positive and significant effect on employee performance at Fajar TV FM Makassar
- H2:** Work compensation has a positive and significant effect on employee performance at Fajar TV FM Makassar

Research Method

This research is a type of quantitative research with a survey approach. This research involved 60 employees of Fajar TV FM Makassar. The sampling method used is the census sampling method, where all members of the population are used as samples. The data in this study uses primary data collected by distributing questionnaires to all respondents filled with several statements with five answer options that will be given a weighted score such as answers (Strongly Agree = 5, Agree = 4, Moderately Agree = 3, Disagree = 2, Strongly Disagree = 1). The data that has been collected will be analyzed through several stages of testing. The first stage is to do a descriptive analysis. The second stage is to test the quality of the data consisting of (a validity test and a reliability test). The third stage is the classical assumption test (the normality, multicollinearity, and heteroscedasticity test). The fourth stage is to test all hypotheses proposed in this study, which will be proven through partial, simultaneous, and coefficient of determination.

Table 1. Variable Operationalization

Variable	Code	Indicator	Reference
Motivation (X1)	X1.1	Compensation	(Dewi, 2016; Wala et al., 2017; Wirya et al., 2020)
	X1.2	Feeling comfortable working in the company	
	X1.3	Responsible	
	X1.4	Relations between employees	
Compensation (X2)	X2.1	Wages	(Alamsyah & Setyowati, 2019; Suhardi, 2019)
	X2.2	Allowance	
	X2.3	Accident insurance	
	X2.4	Bonus	
Employee performance (Y)	Y1.1	Quantity of work	(Afandi & Bahri, 2020; Ihsan, 2020; Panjaitan et al., 2021)
	Y1.2	Quality of work	
	Y1.3	Timeliness and results	
	Y1.4	Ability to work together	

Data Analysis and Discussion

Data Analysis

This research was conducted at Fajar TV FM Makassar in Makassar. The number of samples is 60 people. The characteristics of the respondents included in this study include gender and age.

Table 2. Demographic Data

Variable	Measurement	n	%
Gender	Man	26	43.3
	Woman	34	56.7
Age	20 - 25 Years	12	20.0
	26 - 30 Years	38	63.3
	31- 35 Years	10	16.7

Source: Primary data processed

Table 2 shows that most of the respondents are women, as many as 34 people (56.7%), and men, as many as 26 people (43.3%), with an age distribution between 26-30 years, as many as 38 people (63.3%) and at the age of 20-25 years as many as 12 people (20.0%) while the age of 31-35 years as many as 10 people (16.7%).

The first stage in analyzing the research data is descriptive statistical analysis. Descriptive statistics provide information about variable data in this study, so statistical tables are used. This descriptive statistical table includes the mean, amount of data (N), minimum, maximum, and standard deviation of the two independent variables, namely Motivation and Compensation, that affect Employee Performance at Fajar TV FM Makassar in Makassar, as shown in table 3.

Table 3. Descriptive Statistical Test Results

	N	Minimum	Maximum	mean	Std. Deviation
Motivation	60	3.50	5.00	4.3717	,38677
Compensation	60	3.50	5.00	4.2171	,38921
employee performance	60	3.00	5.00	4.0856	,49232
Valid N (listwise)	60				

Source: SPSS V.21. output results

Based on table 3, the number of samples in this study was 60 people consisting of 26 men and 34 women. From these data, the minimum value for the motivation variable is 3.50, and the maximum is 5.00 with an average of 4.3717 and a standard deviation of ,38677, while the compensation variable has a minimum value of 3.50 and a maximum value of 5.00. with an average value of 4.2171 and a standard deviation of 0.389212. In the dependent variable, employee performance, the minimum value is 3.00, and the maximum value is 5.00 with an average of 4.0856 and a standard deviation of 0.49232.

The magnitude of the influence of motivation and compensation on employee performance can be analyzed by regression using the multiple regression equation formula, namely:

$$Y = b_0 + b_1X_1 + b_2X_2 + e$$

Table 4. Results of Multiple Regression Analysis
Coefficients ^a

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	,468	,670
	Motivation	,388	,167
	Compensation	,459	,168

Source: SPSS V.21. output results

The regression equation $Y = 0.468 + 0.388X_1 + 0.459X_2$ illustrates that the independent variable (independent) motivation (X_1) and compensation (X_2) in the regression model can be stated if the independent variable changes by 1 (one), then the change in the dependent variable (dependent) employee performance (Y) is equal to the value of the coefficient (b) of the value of the independent variable. The constant value (α) of 0.468 gives an understanding that if motivation (X_1) and compensation (X_2) simultaneously or together do not change or are equal to zero (0) then the magnitude of employee performance (Y) is 0.468 units. The regression coefficient (b_1), which is the regression coefficient of motivation (X_1) is 0.388, which means it has a positive influence on the dependent variable (Y) which means that if the motivation variable (X_1) increases by 1 unit, then employee performance (Y) will also increase. Of 0.388 units assuming other variables are fixed or constant. The regression coefficient (b_2), which is the regression coefficient of compensation (X_2) is 0.459, which means it has a positive influence on the dependent variable (Y) which means that if the compensation variable (X_2) increases by 1 unit, then employee performance (Y) will increase by 1 unit. 0.459 units assuming other variables are fixed or constant.

The next stage is the t-test (partial test) is used to determine whether each independent variable (motivation and compensation) individually affects the dependent variable (employee performance). The test results can be seen in table 5.

Table 5. T-Test Results
Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	,468	,670		,699	,498
	motivation	,388	,167	,321	2,323	,021
	compensation	,459	,168	,720	2,732	,009

Source: SPSS V.21. output results

In the motivation variable (X_1) the t-count value is 2,323 while the t-table is 2.00247 where t-count > t-table, and the significant value = 0.021 < value = 0.05 so H_1 is accepted. Thus, motivation has a significant influence on employee performance. While the compensation variable (X_2) the value of t count is 2,732, while t table is 2.00247 where t count > t table and significant value = 0.009 < value = 0.05, this means that H_2 is accepted. Thus, compensation has a significant effect on employee

performance.

Next is the simultaneous or F test, which aims to test the effect of motivation and compensation on employee performance variables. The test results are presented in Table 6.

Table 6. F-Test Results
ANOVA ^a

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4,913	2	2,457	14,841	,000 ^b
	Residual	9,435	57	0,166		
	Total	14,348	59			

Source: SPSS V.21. output results

Table 6 shows that the calculated F value is 14.841 while the F table is at a significance level ($\alpha = 0.05$), with an F table of 3.16. Thus, F count > F table or seen from the significance value of $0.000 < 0.05$. So, it can be concluded that changes in motivation and compensation variables simultaneously have a significant effect on changes in employee performance at Fajar TV FM Makassar.

Discussion

The results of testing the first hypothesis (H1) indicate that the motivation variable positively and significantly affects employee performance. Following Moorhead and Griffin's thoughts on expectancy theory, according to this theory, motivation depends on how much we want something and how much we think we are likely to get it (Kellner et al., 2019). The key to the theory of expectations is the expectation of effort to performance, expectations of performance to results, and results. This also shows that good motivation at work will obtain maximum employee performance, while less motivation will result in low employee performance. Following Handoko's theory, motivation is one factor that can affect employee performance (Safwan & Abdullah, 2014). Related to this opinion, someone motivated to work will produce optimal performance. An employee's pride in his work is a positive motivation for him. Pride in work can be realized by providing challenges and rewards for work results. Work challenges are part of their existence or existence if there are challenges in their work because they involve trust. Giving a challenge to an employee is the giving of the trust itself so that he will feel valued for his existence, but it must be accompanied by an appropriate award if the employee achieves success. One of the most basic in indicating positive motivation is the provision of monetary rewards. However, the best working conditions are possible, but the income factor plays the most fundamental role. Money concerns the basic needs of everyone. In Maslow's theory, a person's basic needs are physiological. The level of income strongly influences the fulfillment of physiological needs.

This is also supported by the theory put forward by Robert Heller (Prakoso et al., 2014), which states that "motivation is the desire to act. Everyone can be motivated by several different forces. At work, we must influence subordinates to align their motivations with the organization's needs." Another supporting theory, as put forward by Khuong (2020), states that "motivation is the driving force that causes a member of the organization to be willing and willing to mobilize abilities in the

form of expertise and skills, energy and time to complete various activities that have become his responsibility and complete obligations, in the context of achieving the goals that the organization has determined. Supomo (2018) suggests that "motivation is a desire in a person that causes that person to act. People usually act for a reason, namely achieving goals, so motivation is an impulse that is governed by goals "from the results of research and various supporting theories, it can be concluded that Fajar TV FM Makassar employees who make the company's needs into shared needs are a form of manager's success in managing the company's human resources. The results of this study are consistent with the research (Adha et al., 2019; Andi Prayogi & M Nursidin, 2018; Prakoso et al., 2014), which states that motivation has a significant effect on employee performance.

The results of testing the second hypothesis (H2) indicate that the compensation variable positively and significantly affects employee performance. In the current era of globalization, compensation is a basic need that employees use to find and survive a job. Suhardi (2019) argues that employee compensation is any form of payment or compensation given to employees and arising from the employment of that employee. In this case, since the beginning, it has motivated employees to carry out all their activities within the company. Therefore, compensation becomes an essential part of the employee's evaluation process in deciding whether the employee is satisfied or not in a company. Compensation that provides job satisfaction is compensation that can meet the needs of employees so that it can be seen to what extent the company can appreciate employees. The impact of employee job satisfaction will affect employee performance.

Compensation is his contribution to the company or organization for employees. Alamsyah (2019) stated that all income in the form of money, goods directly or indirectly received by employees in return for services provided is called compensation. The compensation given to employees greatly influences job satisfaction, work motivation, and work results (Azis, 2018) . Employees need expectations about rewards if a certain level of performance is achieved. These expectations determine goals and future performance levels. If employees see that their hard work and high performance are recognized and compensated appropriately by the company, they will expect such a relationship in the future. Therefore, they will determine a higher level of performance and expect a higher level of compensation. This research is in line with research conducted by (Alamsyah & Setyowati, 2019) which explains that compensation has a positive and significant effect on employee performance. The higher the satisfaction received by the employee with the compensation provided by the company, the better the employee's performance at work and conversely the lower the satisfaction with the compensation, the employee's performance will decrease.

Conclusions

Based on the results of the research and discussion described, it can be concluded that the motivation variable has a positive and significant effect on the performance of Fajar TV FM Makassar employees. This means that the higher the employee's motivation for the company, the higher the employee's achievement and performance will be. Furthermore, the compensation variable has a positive and significant effect on the performance of Fajar TV FM Makassar employees. This means that the more appropriate the compensation is given according to their needs, the satisfaction and

performance of Fajar TV FM Makassar employees will increase.

Based on the results of this study, the suggestions are 1. To Fajar TV FM Makassar, they should further increase work motivation and compensation so that employees can be more active at work. 2. There needs to be an evaluation conducted by Fajar TV FM Makassar on employees. 3. Employees whose performance is good should maintain that performance, but employees who still have poor performance are expected to continue to learn and deepen their knowledge to improve their performance. 4. It is hoped that further researchers will examine other variables outside the variables that already exist in this study.

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