RINGKASAN

Penelitian ini merupakan penelitian survei pada karyawan Pt. Pos Indonesia yang berada di Purbalingga. Penelitian ini mengambil judul : " The Effect of Direct Compensation and Indirect Compensation towards Work Motivation and its impact to Job Performance (Study on Pos Indonesia Purbalingga) ".

Tujuan penelitian ini adalah untuk mengetahui pengaruh kompensasi langsung dan tidak langung terhadap motivasi kerja dan pengaruhnya terhadap kinerja karyawan.

Populasi dalam penelitian ini adalah semua karyawan Pt Pos Indonesia di Purbalingga. Jumlah responden yang diambil dalam penelitian ini adalah 50 responden. *Slovin sampling method* digunakan dalam penentuan responden.

Berdasaran hasil penelitian dan analisis data dengan menggunakan Regresi Berganda (*Multiple Regresion*) menunjukan bahwa: (1) *Direct compensation* berpengaruh positif terhadap *work motivation*, (2) *Indirect compensation* berpengaruh positif terhadap *work motivation.*

Berdasarkan hasil penelitian dan analisis data dengan menggunakan Regresi Sederhana (Simple Regression) menunjukan bahwa: *Work motivation* berpengaruh positif terhadap *job performance*

Berdasarkan hasil penelitian dan analisis data dengan menggunakan Sobel Test menunjukan bahwa: (1) *Work motivation* memediasi lansung pengaruh *direct compensation* terhadap *job performance,* (2) *Work motivation* memediasi langsung pengaruh *indirect compensation* terhadap *job performance*

Implikasi dari kesimpulan di atas yaitu dalam upaya meningkatkan kinerja karyawan di Pos Indonesia Purbalingga, perusahaan diharapkan bisa meningkatkan kompensasi sesuai dengan kinerja yang dihasilkan oleh karyawan dikarenakan kompensasi memiliki pengaruh positif terhadap peningkatan kinerja karyawan, serta menyesuaikan kompensasi tersebut dengan pencapaian karyawan yang telah diberikan kepada perusahaan, dan juga memberikan jaminan peningkatan kompensasi apabila karyawan bisa bekerja sesuai dengan target perusahaan sehingga diharapkan akan meningkatkan motivasi karyawan dalam bekerja.

KATA KUNCI : Direct Compensation, Indirect Compensation, Work Motivation, Job Performance

ABSTRACT

This research is a survey research on Pt. Pos Indonesia in Purbalingga. This study took the title: "The Effect of Direct Compensation and Direct Compensation towards Work Motivation and its impact to Job Performance (Study on Pos Indonesia Purbalingga)".

The purpose of this study was to determine the effect of direct and non-direct compensation on work motivation and its effect on employee performance.

The population in this study were all Pt Pos Indonesia employees in Purbalingga. The number of respondents taken in this study were 50 respondents. Slovin sampling method is used in determining respondents.

Based on the results of research and data analysis using Multiple Regression, it shows that: (1) *Direct compensation* has a positive effect on *work motivation*, (2) *Indirect compensation* has a positive effect on *work motivation*.

Based on the results of research and data analysis using Simple Regression (Simple Regression) shows that: *Work motivation* has a positive effect on *job performance*

Based on the results of research and data analysis using Sobel Test shows that: (1) *Work motivation* mediates directly the effect of *direct compensation* on *job performance*, (2) *Work motivation* mediates directly the effect of *indirect compensation* on *job performance*

The implication of the above conclusion is that in an effort to improve employee performance at Pos Indonesia Purbalingga, the company is expected to increase compensation in accordance with the performance produced by employees because compensation has a positive influence on improving employee performance, and adjusting compensation to employee achievements that have been given to the company , and also guarantees an increase in compensation if employees can work in accordance with the company's target so that it is expected to increase employee motivation at work.

KEY WORDS : Direct Compensation, Indirect Compensation, Work Motivation, Job Performance