

ABSTRACT

Mutiara Ayu Puspita Dewi, NIT. 51145544.K, 2018 "The Effect of Work Compensation and Motivation on Employee Performance PT. Pelabuhan Indonesia III (Persero) Terminal Petikemas Semarang" Diploma IV Program, Port and Shipping Department, Merchant Marine Polytechnic of Semarang, Supervisor I: Dr. Winarno, S.ST.,M.H. dan Supervisor II: Sri Suyanti, S.S.

In an organization or company, employees are company assets that are very useful for the interests of management in carrying out the operations and activities of the company. Employees as Human Resources must be considered in various aspects because without the presence of Human Resources it is impossible for the company to run smoothly. Human Resources plays an important role in achieving corporate goals. The purpose of this study is to determine the effect of compensation and work motivation on the performance of employees of PT. Pelabuhan Indonesia III (Persero) Semarang Container Terminal.

In this thesis the research method used is a qualitative research method that regulates a research method by using several aspects such as data collection through literature study, interview and documentation.

Based on the results of the study showed that compensation and work motivation together affect employee performance. It is recommended that PT. Pelabuhan Indonesia III (Persero) Semarang Container Terminal can provide meals and bonuses that are appropriate and appropriate with the time set by the company before, providing a kind of intensive and ongoing training, seminars with the theme of work motivation, and controlling each employee regarding employee performance that has been done and occasionally giving a kind of direct briefing to every employee who has low performance so that in the future it is expected to reduce the level of mistakes and grow and increase employee initiatives to complete the work on time.

Keywords : Compensation, Work Motivation, Employee Performance