ABSTACT

Puad Hasimi/21208131, "The Influence of Performance Apprasial and Compensation for Employee Motivation in PT. INTI (Persero) Bandung", under the guidence of Isniar Budiarti, SE., M.Si

Goals and objectives are evaluated through an assessment of individual performance of employees in order to know whether or not in accordance with the goals and objectives. With the high valuation, the company will facilitate the adjustment in compensation decisions. Compensation in accordance with the expectations of employees, level of motivation in work will increase and the target company would be quickly reached.

The study was done in order to: 1) know the performance appraisal karywan at PT. INTI (Persero) Bandung, 2) to the compensation given to the PT. INTI (Persero) Bandung, 3) know the motivation of employees at PT. INTI (Persero) Bandung, 4) know the magnitude of the effect of performance appraisal and compensation to employee motivation in the PT. INTI (Persero) Bandung either simultaneously or partial.

The method used in this research is descriptive analysis method and verifikatif. Population consists of 701 research and sampling techniques using stratified random sampling technique to obtain the 88 respondents. Methods of data analysis using path analysis (path analysis) with the help of SPSS 13.0 for windows.

The analysis concludes that track the performance assessment of significant effect on compensation. Appraisal and compensation both simultaneously and partially significant effect on employee motivation. Simultaneous effect of 70.80%, partially the most influence on employee work motivation is the assessment of performance of 53.23% and the effect of compensation of 17.58% while that affect the motivation to work is not directly or from other factors of 29, 20%.

Keywords : Performance Appraisal, Compensation and Employee Motivation