

THE INFLUENCE OF MOTIVATION, COMPENSATION AND WORK ETHIC ON EMPLOYEE PERFORMANCE IN PT. LAZADA LOGISTICS ID ALEXINDO BEKASI BRANCH HUBS

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ABSTRACT

This research is a literature review that examines the influence of motivation, compensation and work ethics on employee performance. This research was conducted at PT PT. lazada logistics id alexindo bekasi branch hubs. This research will focus on solving performance problems for the company's employees. This research will use a quantitative approach which will then be tested using SPSS statistical tools to test the feasibility of the data, the feasibility of the model and hypotheses.

INTRODUCTION

One of the most vital roles in a company is Human Resources (HR). All activities managed in the company cannot be separated from the roles and responsibilities of HR. Quality resources are needed by companies in order to increase their productivity. These human resources can at least provide maximum effort in devoting their energy and thoughts in carrying out operational activities in the company. (Rahmat et al., 2021)

Meanwhile, rewards given as a form of compensation or remuneration are usually known as compensation. Compensation has various forms, such as salary, bonuses, incentives, goals, or other forms of recognition given by the company to employees for the performance and contributions they have made. , Compensation refers to a form of reward for employees in financial and non-financial forms as appreciation for their working relationship with the company. (Johnstone et al., 2019) Compensation is expenditure for the company from this compensation. The company expects employees to achieve great work performance. (Carnahan et al., 2010) said that compensation in general is a resource financial security for individuals who receive wages for performance that has been carried out.

Work motivation can be said to be a drive that arises in individuals and enable him to carry out these activities to achieve his goals. Understanding motivation itself is a change in energy in a person that begins with the emergence of certain feelings, and is present because there is a goal to be achieved. Gitosudarmo's explanation in (Sutrisno 2014) says that motivation can be called

a driving factor in someone's behavior in carrying out certain activities. According to research by (Budiyono et al., 2022) motivation and compensation are factors that are significantly related to increasing employee productivity. Employee motivation can be formed through various factors, one of which is compensation. This makes employees more motivated because the compensation given is in accordance with expectations and what has been done.

Work ethic is an attitude, values and principles that encourage individuals to work diligently, disciplined and responsibly. Work ethic includes qualities such as tenacity, dedication, responsibility, integrity and perseverance in carrying out tasks and work. In the world of work, work ethic is very important to achieve good results, high productivity and overall organizational success. Hadiansyah and Yanwar (Azirah, 2018), there is a significant positive influence between work ethic and employee performance. Find it

(Azirah, 2018) also stated the same thing, who stated that work ethic has a positive effect on employee performance. PT. Lazada Logistics is a company operating in the logistics and delivery sector which is part of the Lazada Group. This company is responsible for managing and operating distribution centers (Hubs) which are used to store and send products to Lazada Indonesia customers. These hubs act as strategic central points to optimize efficient delivery processes to customers. PT. Lazada Logistics ID Hubs Alexindo Bekasi is committed to providing reliable and trustworthy services in support-commerceLazada in Indonesia.

After explaining the background and findings of the problem above, the researcher is interested in conducting a study, to what extent the level of performance success in a company is influenced by motivation, compensation, retention, so the author will conduct research with the title "the influence of motivational factors, compensation and work ethic on the performance of employees in the courier division at PT. Lazada Logistics Id Hubs Alexindo Bekasi Branch”..

THEORETICAL REVIEW

Employee Performance

Performance can be seen in terms of the quality and quantity carried out by a member of staff in completing their duties in line with the responsibilities given to them according to Mangkunegara in (Sударso et al., 2020).(Prajogo, 2013) also explains that performance refers to behavioral instruments that are in line with the ideals of the organization or company where they work.

Performance starts with wordsjob performance oractual performance which is a work achievement or actually achieved by someone. This is the quality and quantity of a person's work that is in accordance with the responsibilities that have been given previously.

Work Motivation

Afandi (Ubaidillah, 2018) clearly states that motivation is a desire that grows in an individual who is influenced because he is inspired, encouraged and

encouraged to carry out these activities sincerely and with a happy heart and in earnest until the results obtained are of high quality. .

According to (Yadi, 2017) motivation is a condition in which employees are motivated to achieve the goals of an organization or company. (Suwaji et al., 2019)

Compensation

According to (Johnstone et al., 2019) All forms of costs incurred by the company are for the sake of creating work performance from employees to the company. Compensation for employees itself is a form of compensation received for work that has been done.

Compensation can be in the form of awards aimed at employees who have contributed to the goal of the activity, namely work. (Budiyono et al., 2022). Compensation refers to a form of reward, in the form of salary, allowances and other benefits given to employees in exchange for their contribution and performance in the workplace. Compensation does not always take the form of a basic salary but also allowances, work bonus allowances, commissions, leave, incentives and other benefits given to employees (Budiyono et al., 2022)

Work Ethic

According to (Saiful Azhar, 2005) work ethic is the total attitude of an employee that encourages them to act and achieve optimal results in their work. Meanwhile, according to (Azirah, 2018), work ethic is a work spirit that is characteristic of individuals or groups of people who work, based on believed work ethics and views, and realized through determination and concrete behavior in the workplace. Work ethic also reflects a person's morals based on positive work enthusiasm, attitudes and behavior. This work ethic is realized through determination and concrete actions in the world of work.

A superior employee's work ethic can be seen from hard work, always being at the front, having advantages over others, and never being satisfied with the achievements they have achieved. With a good work ethic, creating a conducive work atmosphere that supports good task implementation and increases productivity (Azirah, 2018).

Conceptual Framework

Below is the theoretical framework used in carrying out research as follows :

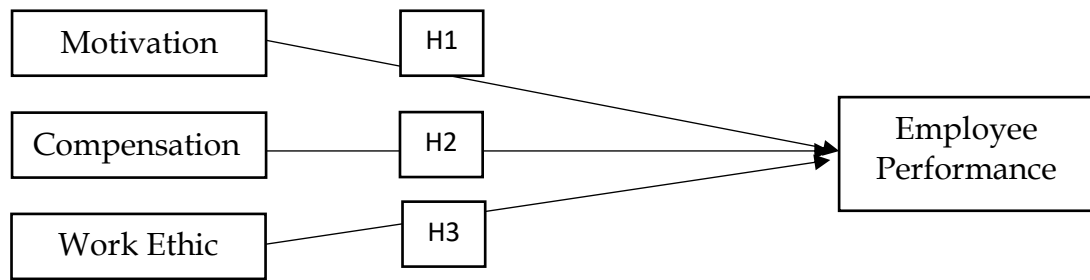


Figure 1. Conceptual Framework

Research Hypothesis

Through the conceptual operational thinking framework above, the author obtains the hypothesis listed below:

H1 : Motivational factors related to employee performance

H2 : Compensation is related to employee performance

H3 : Work Ethic is related to employee performance

METHODOLOGY

Sugiyono (2008:78) also explains the definition of quantitative measurement, namely, measuring quantitative data and objective statistical data using scientific calculations sourced from residents who are sampled and asked to work together in answering questions regarding the factors used to determine the frequency of their responses. The object of this research was carried out at PT. Lazada Logistics ID Hubs Alexindo which is located on Jalan Raya Bekasi No. 26, RT.003/RW.016, Harapan Jaya, Kec. North Bekasi, Bks City, West Java 17132.

Population has the meaning of a general area in which there are subjects and objects that have certain characteristics and qualities which are determined as teaching materials and conclusions are drawn. (Sugiyono, 2017) So in this research, the population is employees of the courier division of PT. Lazada Logistic Id Hubs Alexindo Bekasi.

(Sugiyono, 2017) also explains that the meaning of a saturated sample is a determining factor in a sample if the entire population acts as a sample. This is not uncommon if the population is large used less than or fewer than 30 people, or research that creates generalizations with very small errors. Therefore, the author chose a saturated sample to be used in this research because the population size was relatively small. So, the total sample used was less than 30 people at PT. Lazada Logistics Alexindo Bekasi.

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