



ABSTRACT

Employee perception on compensation influence on work motivation at PDAM Tirta Pakuan Kota Bogor

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The purpose of this study were to analyze all financial and non financial variable compensations which influences employee motivation at PDAM Tirta Pakuan Bogor, based on employee perception, to analyze compensation variable which has biggest contribution on employee motivation in PDAM Tirta Pakuan Bogor, based on employee perception, and to know the factors which influences the variable has big contribution if compare with other compensation variable. This study was done with decriptive method through case study at the company. The sample was taken from 100 employee with proportional random sampling technique at PDAM Tirta Pakuan Bogor. Data analyze was done with Structural Equation Modeling (SEM), and processed with LISREL 8.51. The result of this study show that structural model which built was theoretically supported by empirical data on the field, which proved with Chi-square value was smaller than the Degree of Freedom (DF), Probability value (P-value) more than 0,05 and value of Root Mean Square Error of Approximation (RMSEA) less then 0,08, which solved using LISREL version 8.51. Moreover from the parameter estimation result, it shows that latent variable of indirect financial compensation has biggest contribution on employee motivation. Indirect financial compensation indicator which given the most influence was retirement pension because it helped to reduced worries of employee that going to or already enter their pension time because company guarantee it.

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