

# The Effect of Compensation and Motivation on Employee Performance at Wai Tiddo Nature Tourism, Luwu Regency

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## Abstrak

Dalam mewujudkan suatu tingkat kinerja yang optimal, wisata alam Wai Tiddo telah berupaya melakukan berbagai macam hal seperti meningkatkan kedisiplinan para karyawan dan menyederhanakan setiap perencanaan kerja karyawan untuk memudahkan dalam pengerjaan tugas demi meningkatkan kinerjanya. Tujuan dari penulisan ini adalah untuk mengetahui pengaruh kompensasi dan motivasi terhadap kinerja karyawan pada wisata alam Wai Tiddo Kabupaten Luwu. Penelitian dilakukan dengan menyebar kuensioner, sedang metode penelitian dengan menggunakan Simple Random Sampling. Hasil penelitian menyatakan bahwa kompensasi dan motivasi berpengaruh secara parsial maupun simultan terhadap kinerja karyawan pada wisata alam Wai Tiddo Kabupaten Luwu.

**Kata Kunci:** Kompensasi; Motivasi; Kinerja.

## Abstract

In realizing an optimal level of performance, Wai Tiddo Nature Tourism has tried to do various things, such as improving employee discipline and simplifying every employee's work plan to facilitate task work and improve performance. This writing aims to determine the effect of compensation and motivation on employee performance in Wai Tiddo nature tourism, Luwu Regency. The research was conducted by disseminating the questionnaire, while the research method used simple random sampling. The study's results stated that compensation and motivation partially or simultaneously affected employee performance in Wai Tiddo Nature Tourism, Luwu Regency.

**Keyword:** Compensation; Motivation; Performance.

## 1. Intruduction

Employee performance in an organization or company has long been the main focus in increasing productivity and achieving business goals (Triansyah *et al.*, 2023; Fitri & Fitriah, 2023; Lestari *et al.*, 2021). In the context of the tourism industry, a sector that continues to increase, employee performance has a vital role (Kurniawan A. *et al.*, 2022; Phan *et al.*, 2023; Prayag & Dissanayake, 2023). One of Indonesia's fascinating natural tourist destinations is Wai Tiddo, in Luwu Regency. This natural tourism offers tremendous potential for the growth of the tourism sector in the region. In this context, factors influencing employee performance, such as compensation and motivation, are a significant concern for managers, stakeholders, and researchers. Compensation is a reward given to employees instead of services they have provided to the Company (Sudiantini *et al.*, 2023; Szczepańska-Przekota *et al.*, 2022; Wandu *et al.*, 2022). Meanwhile, motivation is an internal or external drive that drives individuals to achieve their goals (Alfiyanto *et al.*, 2021; Maryance *et al.*, 2022). These two factors have a crucial role in shaping employee behavior and, therefore, have the potential to influence their performance (Anwar & Abrar, 2023; Ariani, 2023; Hutabarat *et al.*, 2023).

Providing appropriate compensation and an employee's skills, abilities, educational background, and ethics helps increase employee awareness of their work responsibilities so that there is no jealousy between other employees if there is a difference in compensation obtained (Ronaldi, 2023). Also, human resources will be more motivated if the compensation given by the organization is based on its expectations to support the performance of these employees. The highly strategic role of human resources as executors of management functions such as planning, organizing, leadership, controlling, and fostering human resource development within the company itself (Luturlean *et al.*, 2022; Šebestová & Popescu, 2022). These management functions cannot be carried out correctly if the compensation provided does not meet the expectations of employees working in the organization, and this also reduces the motivation of these employees to work.

This work motivation can be influenced by several aspects, such as employee loyalty, life demands, targets to be achieved, and several other factors. But sometimes, work motivation hurts employees because of the motivation to want to be the best employee. Dishonest ways are done, such as killing rival characters. In this case, the rival in question is the employee's co-worker. Therefore, with work motivation, each employee will give the best available to him so that his performance increases while increasing his abilities, expertise, and ethics to influence organizational performance (Anggraini, 2024). So, factors such as proper compensation and work motivation of every human resource in the organization can improve an employee's performance effectively and efficiently. If these two factors run as they should, the costs and time used for productivity can be reduced so that they do not spend much energy and costs that should not be used. Every company wants employee performance to increase to support the company's productivity level. To achieve this, various elements must be fulfilled, such as functioning all management functions, SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats) that are right on target, and implementing appropriate POAC (Planning, Organizing, Actuating, and Controlling).

In realizing an optimal level of performance for Wai Tiddo Natural Tourism, Luwu Regency has tried to do various things, such as improving the discipline of its employees and simplifying every employee's work planning so that it is easier to do and implement. This research will involve an in-depth analysis of various factors related to compensation and motivation and their impact on employee performance in the nature tourism sector. Through this approach, the study aims to understand the complex dynamics behind these relationships better and provide practical recommendations for improving employee performance in the natural tourist destination Wai Tiddo. It is hoped that the results of this study will provide valuable insights to stakeholders in the tourism sector, tourism destination managers, and other researchers interested in understanding how compensation and motivation can be critical factors in achieving operational success and natural tourism development in Luwu District.

## 2. Methods

This study used a descriptive quantitative approach with a study population of 30 people. In contrast, Non-Probability Sampling has carried out sampling with saturated sampling techniques, where all members of the population were used as samples and used as research respondents. The research variables used were independent variables X1 and X2, namely compensation and motivation, with Y-bound variables, namely employee performance. The data analysis techniques used. Namely, instrument analysis, validity tests, reality tests, multiple linear regression, t-tests, and f-tests were used in this study to determine the effect of compensation (X1), motivation (X2), and employee performance (Y). This method was tested using the SPSS system. The impact of the independent variable on the dependent variable was tested with a confidence level of 95% or  $\alpha = 5\%$ . The regression model used is as follows.

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Information:

Y = Employee Performance

X1 = Compensation

X2 = Motivation

a = Constanta

$\beta_1$  = Compensatory Regression Coefficient

$\beta_2$  = Coefficient of Motivational Regression

e = Standard Error

For research using primary data using research questionnaires, it is necessary to test with various types of test models as follows:

1) Test validity

Testing the validity of each question item in this study was carried out by correlating the score of each item with the total score. To determine whether each indicator is valid, compare the r count with the calculation result r table. The indicator is declared valid because r count > r table and has a positive value.

2) Reliability test

Reliability tests are conducted to assess the consistency of research instruments. A research variable instrument is said to be realistic if Cronbach's Alpha value is greater than the test standard ( $\alpha$ ) of 0.70.

3) Normality test

It aims to test whether confounding or residual variables have a normal distribution in a regression model. This study uses a standard probability plot to test normality. If the spread of data (points) around the diagonal axis follows the direction of the diagonal line, then the regression model satisfies the normality assumption.

4) The Automobile Industry

The presence or absence of autocorrelation can be detected using the Durbin-Watson statistical test. The basis for decision-making in the Durbin-Watson test (Priyatno 2012) is as follows: If the Durbin-Watson number is below -2, it means autocorrelation. There is no autocorrelation if the Durbin-Watson number is between -2 and +2. If the Durbin-Watson number is above +2, there is a negative autocorrelation.

5) Heteroskedasticity test

It aims to test whether, in a regression, there is a similarity in the variance of residues from one observation to another observation is the same; then, it is called homoscedasticity, and if the variance is different, it is called heteroscedasticity. By criteria: (1) heteroscedasticity has occurred if there is a specific pattern, such as a point in the form of a regular pattern (wavy, widened, then narrowed). (2) If there is a clear pattern, and the points spread above and below O on Y, heteroskedasticity does not occur.

- 6) Multicollinearity test  
The multicollinearity test tests whether the regression model found a correlation between independent variables. One way to detect multi-connectivity is to look at the Tolerance and Variance Inflation Factor (VIF). Tolerance measures the variable of a selected independent variable that is not described by any other independent variable. The cutoff value commonly used to indicate the presence of multicollinearity is a Tolerance value of  $< 0.10$  or equal to the VIF value of  $> 10$ . (Ghozali, 2006:91).
- 7) Test t  
The t-test aims to determine the magnitude of the influence of each independent variable partially / individually on the dependent variable (V. Wiratna Sujarweni 2015). The free variable affects the dependent variable significantly if the t value is calculated  $> t$  table.
- 8) Test F  
The F test is used to test whether the independent variables in this study have a simultaneous/joint influence on the dependent variable by comparing the calculated F value  $>$  the table F value.
- 9) Coefficient of Determination ( $R^2$ )  
The coefficient of determination ( $R^2$ ) shows how much independent ability (compensation and work motivation) explains the dependent variable (employee performance).

### 3. Result and Discussion

#### 3.1 Test validity

Testing the validity of each question item in this study was carried out by correlating the score of each item with the total score. To determine whether each indicator is valid, compare the  $r_{\text{count}}$  with the calculation result  $r_{\text{table}}$ . The indicator is declared valid because of  $r_{\text{count}} > r_{\text{table}}$  and positive value.

Table 1. Questionnaire Validity Test Results

Variable	$r_{\text{calculate}}$	$r_{\text{table}}$	Comparison	Information
Compensation $X_1$				
$X_{1-1}$	.665	0,1966	$r_{\text{calculate}} > r_{\text{table}}$	Valid
$X_{1-2}$	.771	0,1966	$r_{\text{calculate}} > r_{\text{table}}$	Valid
$X_{1-3}$	.738	0,1966	$r_{\text{calculate}} > r_{\text{table}}$	Valid
$X_{1-4}$	.721	0,1966	$r_{\text{calculate}} > r_{\text{table}}$	Valid
$X_{1-5}$	.710	0,1966	$r_{\text{calculate}} > r_{\text{table}}$	Valid
$X_{1-6}$	.780	0,1966	$r_{\text{calculate}} > r_{\text{table}}$	Valid
$X_{1-7}$	.769	0,1966	$r_{\text{calculate}} > r_{\text{table}}$	Valid
$X_{1-8}$	.708	0,1966	$r_{\text{calculate}} > r_{\text{table}}$	Valid
Variable	$r_{\text{calculate}}$	$r_{\text{table}}$	Comparison	Information
$X_{1-9}$	.804	0,1966	$r_{\text{calculate}} > r_{\text{table}}$	Valid

X <sub>1</sub> -10	.594	0,1966	r calculate > r	Valid
Work Motivation X <sub>2</sub>			table	
X <sub>2</sub> -1	.696	0,1966	r calculate > r	Valid
			table	
X <sub>2</sub> -2	.565	0,1966	r calculate > r	Valid
			table	
X <sub>2</sub> -3	.640	0,1966	r calculate > r	Valid
			table	
X <sub>2</sub> -4	.613	0,1966	r calculate > r	Valid
			table	
X <sub>2</sub> -5	.759	0,1966	r calculate > r	Valid
			table	
X <sub>2</sub> -6	.638	0,1966	r calculate > r	Valid
			table	
X <sub>2</sub> -7	.701	0,1966	r calculate > r	Valid
			table	
X <sub>2</sub> -8	.602	0,1966	r calculate > r	Valid
			table	
X <sub>2</sub> -9	.521	0,1966	r calculate > r	Valid
			table	
X <sub>2</sub> -10	.442	0,1966	r calculate > r	Valid
Kinerja Karyawan Y			table	
Y-1	.784	0,1966	r calculate > r	Valid
			table	
Y -2	.908	0,1966	r calculate > r	Valid
			table	
Y -3	.827	0,1966	r calculate > r	Valid
			table	
Y -4	.769	0,1966	r calculate > r	Valid
			table	
Y -5	.775	0,1966	r calculate > r	Valid
			table	
Y -6	.603	0,1966	r calculate > r	Valid
			table	
Y -7	.674	0,1966	r calculate > r	Valid
			table	
Y -8	.565	0,1966	r calculate > r	Valid
			table	
Y -9	.578	0,1966	r calculate > r	Valid
			table	
Y -10	.658	0,1966	r calculate > r	Valid
			table	

Table 1 explains that all calculated r values of the question items in the questionnaire are more significant than the r values of the table, meaning that all question items, both compensation (X1), work motivation (X2), and employee performance (Y), are valid.

### 3.2 Reliability Test

Reliability tests are conducted to assess the consistency of research instruments. A research variable instrument is said to be realistic if *Cronbach's Alpha* value is greater than the test standard ( $\alpha$ ) of 0.70.

Table 2. Questionnaire Reliability Test Results

Variable	Cronbach's Alpha Value	Test Standards ( $\alpha$ )	Information
Compensation ( $X_1$ )	0.928	0,70	Reliable
Work Motivation ( $X_2$ )	0.885	0,70	Reliable
Employee performance (Y)	0.924	0,70	Reliable

Table 2 explains that all variables in this study are reliable. This can be seen from Cronbach's alpha values for the variables Compensation ( $X_1$ ), Work Motivation ( $X_2$ ), and employee performance (Y) greater ( $>$ ) 0.70.

### 3.3 Double linear analysis

To determine whether there is a relationship between variable  $X_1$  (Compensation), variable  $X_2$  (Motivation), and Y (Employee Performance), and measure whether or not the relationship is robust, multiple regression analysis is used with SPSS (*Statistical Package Service Softition*) calculation, Version 20.0.

Table 3. Multiple Regression Calculation Results

Variable	Koefisien Regresi	T count	Sig
Konstanta	9.269	3.335	.001
Compensation ( $X_1$ )	.407	2.843	.005
Motivation ( $X_2$ )	.348	2.373	.020

F count: 25.984  
Sig: 0.000  
Adjusted R2 : 0.377  
R: 0.624

Based on Table 3 above, a multiple regression equation can be formed:  $Y = 9.269 + 0.407 X_1 + 0.348 X_2 + \dots$ . B. The equation has the following meaning: The constant (a) positive 9,269 indicates the magnitude of employee performance in Wai Tiddo Natural Tourism, Luwu Regency if no variable compensation and motivation is positive 9,269 units. The value of the regression coefficient (b1) of the positive compensation variable of 0.407 means a positive influence of the compensation variable on employee performance in Wai Tiddo Nature Tourism, Luwu Regency, of 0.407, assuming other variables are fixed or constant. The value of the regression coefficient (b2) of the positive motivation variable of 0.348 means that the motivation variable positively influences employee performance in Wai Tiddo Nature Tourism, Luwu Regency, 0.348, assuming other variables are fixed or constant.

### 3.4 Classical regression assumption test results

#### 1) Normality test

This study uses a standard probability plot to test normality. If the spread of data (points) around the diagonal axis follows the direction of the diagonal line, then the regression model satisfies the normality assumption.

Normal P-P Plot of Regression Standardized Residual

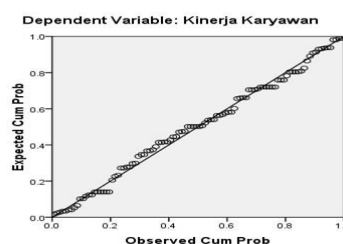


Figure 1. Normality test results using p graph. Plot

Figure 1 shows the data spread around the diagonal line and follows the direction of the diagonal line or histogram graph so that it can be concluded that the data shows a typical distribution pattern. Karen therefore, satisfies the assumption of normality.

2) Uji multiconiearite

The multi-connectivity test of this study uses *tolerance values* and *Variance Inflationary Factor (VIF)*, where a low tolerance value equals a high VIF value. This study used a *tolerance* cutoff value of  $> 0.10$  or equal to a VIF value of  $> 10$ . (Ghozali, 2006:91). The results of calculating the VIF (*Variance Inflation Factor*) value of each independent variable in this model are below ten, and the *tolerance value* is above 10% (0.10), so it can be said that this model is free from multicollinearity problems.

3) The Automobile

Based on the results of the SPSS output regression equation in this study where D-W (Durbin-Watson), amounting to 2.096, for the dL value is 1.6337, and the dU value is 1.7152, then the value of  $4-dU = 2.2848$  and  $4-dL = 2.3663$ , it can be concluded that the regression model above has no autocorrelation problems.

4) Heterokesdaticity Test

They were conducted to test whether there is an inequality of variance of residuals from one observation to another in a regression model. Heteroscedasticity is detected by looking at the presence or absence of specific patterns on the *scatterplot chart* between *SRESID* and *ZPRED*.

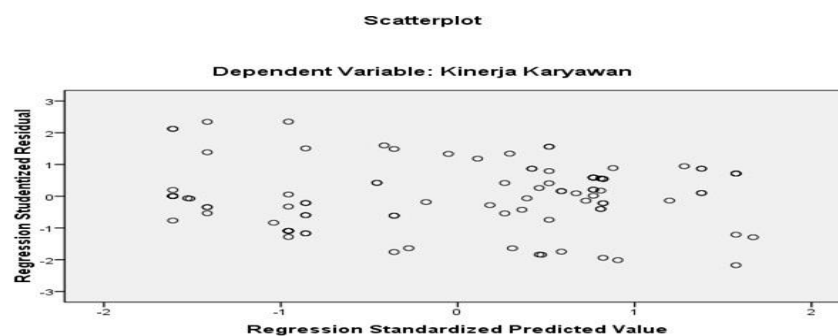


Figure 2. Scatterplot chart

Figure 2 shows that the resulting dots spread randomly and do not form a specific pattern or trend line. This means that the data is spread above and below the number 0 so that the model is free from heteroscedasticity problems.

5) Uji Hypoplant

To test whether the Effect of Compensation (X1) and Motivation (X2) Partially and Simultaneously Affects Employee Performance at PT. Indoraya International in Yogyakarta.

6) Test t

The compensation variable has a partial positive and significant effect ( $t$  value calculate compensation 2,843.  $> T_{table}$  1,984 and  $.0005 < 0.05$  on Employee Performance in Wai Tiddo Natural Tourism, Luwu Regency. The motivation variable has a partial positive and significant effect ( $t$  value calculate motivation 2,373.  $> t_{table}$  1,984 and  $.020 < 0.05$  on Employee Performance in Wai Tiddo nature tourism, Luwu Regency).

7) Test F

From the results of the F test, the results for the F value are calculated at 25,984 with a significance value of 0.000 so that the F value is calculated  $> F_{table}$  or  $25,984 > 2.70$  or the level of significance (sig)  $0.000 < 0.05$ , it can be concluded that the effect simultaneously (together) between compensation and motivation, on Employee Performance in Wai Tiddo natural tourism, Luwu Regency.



8) Test coefficient of determination ( $R^2$ )

Based on the calculation results with *SPSS for window*, the adjusted value of  $R^2$  in this study amounted to 37.7%, and compensation and motivation contributed 37.7% to Employee Performance in Wai Tiddo Natural Tourism, Luwu Regency. 62.3% explained by other causes.

### 3.5 The effect of compensation on employee performance

Compensation is a reward the company gives employees of their service bags for performing duties, obligations, and responsibilities imposed on them to achieve company goals. Two things need to be considered by companies when providing compensation. First, the compensation given must be felt moderately by employees, and second, the amount of compensation must not be much different from what is expected by employees. If these two things are met, employees feel satisfied. Satisfaction will trigger employees to continue to improve their performance so that company goals and employee needs are achieved together. The test results stated that the compensation variable ( $X_1$ ) showed that the value of  $t$  calculated compensation ( $X_1$ ) was 2,843 more significant than the  $t_{table}$  was 1,984, so it can be concluded that compensation has a positive and significant effect on the performance of Wai Tiddo nature tourism employees, Luwu Regency.

### 3.6 The effect of motivation on employee performance

A manager who has high motivation will affect managerial performance to be higher. If an employee's motivation for his job is low, it will affect the performance of his employees who become low. So, it can be concluded that motivation influences employee performance relationships. The test results stated that the motivation variable ( $X_2$ ) showed a calculated  $t$ -value for motivation ( $X_2$ ) 2,373. More significant than the  $t_{table}$  is 1,984. Then, it can be concluded that motivation positively and significantly affects the performance of Wai Tiddo nature tourism employees at Luwu Regency.

### 3.7 The effect of compensation and motivation on performance

Suppose the compensation given is desired by employees, and employee motivation at work is directed positively. In that case, the performance of each employee can increase. This also affects the company's overall performance, which will later affect the future of the company and its ability to become a better company. Here, The role of management is carried out by providing compensation for what employees produce: Employees can receive compensation given by the company according to the quality and quantity of work following an explanation from the management about their performance, so employees will be even more active in perfecting their work. So, it can be concluded that compensation and motivation positively and significantly influence employee performance. The test results state that the  $F$  value is calculated at 25,984 with a significance value of 0.000 so that the  $F$  value is calculated  $> F_{table}$  or 25,984  $> 2.70$  or the level of significance (sig) 0.000  $< 0.05$ . It can be concluded that compensation and motivation positively and significantly affect employee performance.

## 4. Conclusion

The validity test and reliability test show that all question items from the variables compensation ( $X_1$ ), work motivation ( $X_2$ ), and employee performance ( $Y$ ) are accepted or all questions asked to respondents are valid and reliable. Based on the  $t$ -test, it shows that the amount of  $t$  calculated for compensation ( $X_1$ ) is 2.843, and the computed  $t$  value for motivation ( $X_2$ ) is 2.373. The whole one showing greater than the  $t_{table}$  is 1.984. so the hypothesis is that state compensation and motivation positively affect employee performance in Wai Tiddo Natural Tourism, Luwu Regency. Based on the results of the  $F$  test,  $F$  is obtained to calculate  $> F_{table}$  or 25,984  $> 2.70$  or the level of significance (sig) 0.000  $< 0.05$  so that the hypothesis that states compensation and work motivation together affect employee performance at Wai Tiddo Nature Tourism Company, Luwu Regency. The value of



compensation calculation is the largest compared to other independent variables, so this variable is the most dominant variable in its influence on employee performance in Wai Tiddo Natural Tourism, Luwu Regency. Based on the results of the coefficient of determination, compensation, and work motivation, they contribute 37.7% to employee performance in Wai Tiddo Natural Tourism, Luwu Regency.

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