

THE EFFECT OF COMPENSATION AND LEADERSHIP ON EMPLOYEE PERFORMANCE OF PT. DUET PRATAMA SAMUDRA WITH WORK MOTIVATION AS INTERVENING VARIABLES

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Abstract

This study aims to determine the Effect of Compensation and Leadership on Employee Performance at PT. Duet Pratama Samudra with Work Motivation as an Intervening Variable. The research method used is a quantitative method using the help of Smart PLS version 3.0 which is collected from the results of distributing questionnaires to employees of PT. Pratama Samudra Duet . The analysis method used in this study is to use an instrument test, namely validity and reliability tests. measurement model (outer model) namely validity test, reliability test, then structural model (inner model) includes: coefficient of determination / r-square (r²), goodness of fit model and hypothesis testing with t-statistic test and indirect effect test (indirect effect). The results of Smart PLS 3.0 in this study are that compensation affects employee motivation, leadership affects work motivation, compensation does not affect employee performance, leadership affects employee performance, work motivation does not affect employee performance, work motivation can mediate the relationship between Compensation and Employee Performance, Work Motivation cannot mediate the relationship between Leadership and Employee Performance.

Keywords: *Compensation, Leadership, Work Motivation, Employee Performance*

1. INTRODUCTION

Employee is a main asset organization Because have a very important role in organization like planner , controller and implementer activity organization . Every individual basically No Once satisfied with what he has , every individual own needs that must be met fulfilled . For fulfil need said , the emergence of motivation from inside and outside individual For willing do a work certain with appropriate reward with He expect . With there is a sense of mutual need between One each other, it is expected the company gives appreciation to the employees . The company must see the potential that exists within self employees , such as results work , achieving targets, solving problems , and so on. So that employee feel appreciated and motivated For advance company .

(Simamora, 2015) , stated that Management Human Resources (HR) is Utilization , development , assessment , provision reply services and management to individual member organization or group Work . So that source Power man must managed with good for productivity work produced maximum . Basically every company founded own hope that is experienced development rapid in the scope business from his company and wants creation high performance in field work , then from That existence a company in the form of whatever Good in scale big and also scale small No let go from element source Power man .

PT. Duet Pratama Samudra is company provider service transportation and tools heavy . As company provider service the company is highly dependent on the results performance given by employees so that user service feel satisfied with services provided . In PT. Duet Pratama Samudra employees divided become into 3 parts that is part operational on duty as a transport operator

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services that will be used by other companies as user services , next part *safety* that does supervision at every eligibility vehicle Good health machines and security others so that activities operational can walk with safe , and part administration on duty do recording all over activity operational start from billing user services , reporting tax , up to management guarantee safety work on employees . According to (Stephen, 2016) , performance is results end from A activity . Definition the meaningful that , performance is results end from a activity .

Performance has been become center attention from various circles Good government and also company private or organization in a way general . Such attention big to problem performance can understood Because concerning efficiency and effectiveness use source Power man in reach the goals that have been determined by a organization . Therefore That performance generated must become part main in develop business strategy company .

Employee performance measured with settlement the right job time , during October to with December 2023 level settlement work appropriate time experience fluctuation but in the month December work finished appropriate time is the lowest only by 91% compared to with month others . Performance results that experience fluctuation can caused by various factor between them compensation , leadership up to motivation work owned by employees .

Employee performance that experiences decline can due to the compensation received employees , from results research conducted by (Digdowiseiso & Seftia, 2021) which shows results compensation influential to performance . In terms of theory (Suparyadi, 2015) , stated that compensation is overall compensation received by employees as award on contribution given to organizations , both of a legal nature financial and also nonfinancial .

Pre-survey results show that majority Respondent answer agree that salary received in accordance with the length of service and tasks received , however No always accept compensation every carry out task addition outside not quite enough answer , so that can concluded compensation given No able to provide motivation in work that can increase results performance employee , thing This No in line with research conducted by (Digdowiseiso & Seftia, 2021) so that For know connection between compensation with performance , need done study more carry on .

In addition to compensation leadership is very influential with performance produced , things This supported with research conducted by (Mariatie et al., 2021) shows that leadership influential to performance . (Moekijat, 2016) look at that *leadership* the Actually as consequence influence One direction , because leader Possible own qualities certain that distinguish himself with his followers .

Pre-survey results show leadership Not yet fully can build connection Good with employees , but every decisions taken leader always coordinate with employees , so that the leadership at PT . Duet Pratama Samudra should able to provide a positive influence on performance employees . However results evaluation performance employees who tend to fluctuate , then For That need done study more carry on .

Other factors that can affect performance is motivation work , thing This support with research conducted by (Gunawan & Syamsudin, 2022) , which shows that motivation Work influential to performance . based on opinion (Wibowo, 2014) provides a definition motivation Work as a bunch strength energy Good from in and also outside work , started from related business with work , considering direction , intensity and persistence .

In general theory motivation Work can become intervening variables were put forward by (Sarang Uno and Koni, 2014) that motivation Work as strength in the person's self that influences the direction , intensity and persistence behavior voluntary somebody For do work . So that even though low compensation given company to employees and leadership in the company less , but with height motivation work owned by employees can affect performance employees . In line with research conducted by (Mariatie et al., 2021) and (Gunawan & Syamsudin, 2022) .



2. IMPLEMENTATION METHOD

The type of research used in this study is quantitative research. The nature of this study is development. Where, according to (Sugiyono, 2015) development research is research conducted by adopting variables, indicators, research objects from previous research by adding variables that are currently used. While the nature of this research is a replication of research conducted by (Mariatie et al., 2021) with the title The Influence of Leadership and Compensation on Performance with Work Motivation Mediation. To distinguish this research from previous research, the researcher changed the object of research, where the previous research object was carried out on Teachers in Bekasi Regency, while in this study the object used was Employees of PT. Duet Pratama Samudra.

In research This population used is all over PT . Duet Pratama Samudra has 49 employees . Sampling for research according to (Arikunto, 2016) , if the subjects are less than 100 people, it is best to take all of them. So that amount population in study This only amount to as many as 49 people will used the whole thing . The data used in this study is primary data obtained directly from respondents. According to Sugiyono (2015) , primary data is defined as a data source that directly provides data to data collectors. Primary data collection in this study was done by distributing questionnaires and conducting direct interviews with parties related to the research being conducted. that is employees of PT. Duet Pratama Samudra . Data analysis techniques used in study This as following :

a. Classical Assumption Test

Multiple linear regression testing can be done after the model of this study meets the requirements, namely passing the classical assumption. The requirements that must be met are that the data must be normally distributed, do not contain multicollinearity, and heteroscedasticity. Therefore, before conducting multiple linear regression testing, it is necessary to first conduct classical assumption testing. The classical assumption test consists of normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test.

b. Multiple Linear Regression Analysis

Multiple Linear Regression Analysis is used to measure the influence between more than one independent variable on the dependent variable. To determine the influence of the independent variables with the following equation:

Equation I

$$Z = a + b_1X_1 + b_2X_2 + e$$

Equation II

$$Y = a + b_3X_1 + b_4X_2 + b_5Z + e$$

c. Hypothesis Testing

After obtaining the regression equation, it is necessary to carry out a hypothesis test to determine whether the regression coefficient obtained is significant. Next, the hypothesis is tested using the t-test (partial) and Path Analysis.

t-test

The t-test is intended to determine the level of significance of the influence of each independent variable on the dependent variable with the assumption that the other independent variables do not change. According to Sugiyono, (2015) , the criteria used are as follows:

- 1) If $t \text{ count} > t \text{ table}$, then it can be concluded that the independent variables have a significant effect on the dependent variable.
- 2) If $t \text{ count} < t \text{ table}$, then it can be concluded that the independent variable does not have a significant effect on the dependent variable.

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Path Analysis

The method used in this study is path analysis . The author use path analysis because it is to find out the causal relationship, with the aim of explaining the direct or indirect influence between exogenous variables and endogenous variables. According to Sugiyono (2015) , *path* analysis is part of a regression model that can be used to analyze the causal relationship between one variable and another. Path analysis is used by using correlation, regression and paths so that it can be known to arrive at the intervening variable.

3. RESULTS AND DISCUSSION

Research result

Instrument Test

Measuring instrument in study normal named instrument research . According to The Greatest Showman (2015) Instrument study is a tool used measure phenomenon natural and also observed social . Testing instrument done using 2 tests , namely the validity test and the reliability test :

a. Validity Test

This test was conducted on 30 respondents, so $df = 30 - k = 27$, with $\alpha = 5\%$, the r table value obtained was 0.367 . (Ghozali, 2016) , then the calculated r value will be compared with the table r value as in table 1 below:

Table 1.
Validity Test Results

Variable Y (Performance)			
Statement	r_{count}	r_{table}	Validity
1	0,473	0,361	Valid
2	0,715	0,361	Valid
3	0,597	0,361	Valid
4	0,820	0,361	Valid
5	0.609	0,361	Valid
6	0.610	0,361	Valid
7	0.505	0,361	Valid
Variable Z (Motivation) Work)			
Statement	r_{count}	r_{table}	Validity
1	0,534	0,361	Valid
2	0,698	0,361	Valid
3	0,586	0,361	Valid
4	0.834	0,361	Valid
Variable X1 (Compensation)			
Statement	r_{count}	r_{table}	Validity
1	0,810	0,361	Valid
2	0,799	0,361	Valid
3	0,842	0,361	Valid



4	0,840	0,361	Valid
Variable X 2 (Leadership)			
Statement	r _{count}	r _{table}	Validity
1	0,608	0,361	Valid
2	0,614	0,361	Valid
3	0,575	0,361	Valid
4	0.707	0,361	Valid
5	0.516	0,361	Valid

Table 1 shows that all points of the statement are good performance variables , variable motivation work , compensation variables and leadership variables has a calculated r value that is greater than the table r value, so it can be concluded that all statements for each variable are valid.

b. Reliability Test

Reliability is the index that show to what extent a tool gauge can trusted or can reliable . According to The Greatest Showman (2015) A factor stated reliable If *Cronbach Alpha* more big from 0.6. Based on the results of data processing using SPSS 25.00 , the following results were obtained:

Table 2.
Reliability Test Results

Variables	<i>Cronbach's Alpha</i>	Constants	Reliability
Performance Variable (Y)	0.743	0.6	Reliable
Variables Motivation Work (Z)	0,763	0.6	Reliable
Variables Compensation (X1)	0,821	0.6	Reliable
Variables Leadership (X2)	0,732	0.6	Reliable

Based on the reliability test using *Cronbach Alpha* , all research variables are reliable because *Cronbach Alpha* is greater than 0.6, so the results of this study indicate that the measurement tool in this study has met the reliability test (*reliable* and can be used as a measuring tool).

Assumption Test Classic

a. Normality Test

Equation I

Table 3. One Sample Kolmogorov Smirnov Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		49
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.22301885
Most Extreme Differences	Absolute	.072
	Positive	.072
	Negative	-.069
Test Statistics		.072

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Asymp . Sig. (2-tailed)	.200 ^{c,d}
Monte Carlo Sig. (2-tailed) Sig.	.939 ^e
99% Confidence Interval Lower Bound	.851
Upper Bound	1,000

- a. Test distribution is Normal.
 - b. Calculated from data.
 - c. Lilliefors Significance Correction.
 - d. This is a lower bound of the true significance.
 - e. Based on 49 sampled tables with starting seed 2000000.
- Source : Processed data (2024)

Equation II

**Table 4. One Sample Kolmogorov Smirnov Test
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		49
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.36311711
Most Extreme Differences	Absolute	.080
	Positive	.072
	Negative	-.080
Test Statistics		.080
Asymp . Sig. (2-tailed)		.200 ^{c,d}
Monte Carlo Sig. (2-tailed) Sig.		.857 ^e
	99% Confidence Interval Lower Bound	.728
	Upper Bound	.986

- a. Test distribution is Normal.
 - b. Calculated from data.
 - c. Lilliefors Significance Correction.
 - d. This is a lower bound of the true significance.
 - e. Based on 49 sampled tables with starting seed 299883525.
- Source : Processed data (2024)

From the output in tables 3 and 4 can known that mark significance (Monte Carlo Sig.) throughout variable as big as more from 0.05 then the residual value has been normal, so can concluded If all over variable normally distributed .

b. Multicollinearity Test

Multicollinearity test in study This seen from mark tolerance or variance inflation factor (VIF). The calculation mark tolerance or VIF with SPSS 25.00 program for windows can seen in Table 5 and Table 6 below :

Equation I

**Table 5. Multicollinearity Test Results
Coefficients^a**

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Compensation	.979	1,022



Leadership	.979	1,022
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a. Dependent Variable: Motivation Work

Source : Processed data (2024)

Equation II

Table 6. Multicollinearity Test Results Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Compensation	.707	1,414
Leadership	.798	1.252
Motivation Work	.585	1,711

a. Dependent Variable: Performance

Source : Processed data (2024)

Based on tables 5 and 6 can known that mark *tolerance* from every variable show everything more big from 0.10 while VIF value of every variable show everything more small of 10. Based on results the above calculation can seen that mark *tolerance* for all variable free more big from 0.10 and all VIF values variable free also more small from 10 to No happen symptom correlation in variables free . So that can concluded that No existence symptom multicollinearity between variable free in the regression model .

c. Heteroscedasticity Test

Heteroscedasticity test aiming For test whether from the regression model happen inequality *variance* from residual one observation to other observations . A good regression model is homoscedasticity or No the occurrence heteroscedasticity . One of the method For detect There is or whether or not heteroscedasticity is with *Glejser test* , in glejser test , if variable independent significant in a way statistics in influencing variables dependent so There is indication happen heteroscedasticity . The results of data processing using SPSS 25.00 show results in table following :

Equation I

Table 7. Glejser Test Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	-.331	1,583		-.209	.835
Compensation	.061	.069	.131	.889	.379
Leadership	.010	.060	.025	.169	.867

a. Dependent Variable: ABS_RES

Source : Processed data (2024)

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Equation II

Table 8. Glejser Test Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	4.283	3,054		1,402	.168
Compensation	.064	.154	.072	.417	.679
Leadership	-.155	.127	-.199	-1.220	.229
Motivation Work	-.024	.178	-.026	-.135	.893

a. Dependent Variable: ABS_RES

Source : Processed data (2024)

Based on Tables 7 and 8 are obtained mark significance every variable more big from 0.05 to can concluded No there is symptom heteroscedasticity in the research model This .

Multiple Linear Regression Analysis

Testing multiple linear regression explain the magnitude role variable free to variable bound . Data analysis in study This use analysis multiple linear regression with use *SPSS 25.00 for windows* . Analysis of each variable explained in description following :

Equation I

Multiple Linear Regression Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta
	B	Std. Error	
(Constant)	2,829	2.498	
Compensation	.457	.109	.479
Leadership	.307	.095	.367

a. Dependent Variable: Motivation Work

Source : Processed data (2024)

Based on results the so equality multiple linear regression which has formulation : $Z = a + \beta_1 X_1 + \beta_2 X_2 + \epsilon$, so that obtained equation : $Z = 2.829 + 0.457 X_1 + 0.307 X_2 + \epsilon_1$

Equation II

Table 10. Multiple Linear Regression Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta
	B	Std. Error	
(Constant)	25,824	4.947	
Compensation	-.454	.250	-.268
Leadership	.778	.206	.526
Motivation Work	-.294	.288	-.166

a. Dependent Variable: Performance

Source : Processed data (2024)



Based on results the so equality multiple linear regression which has formulation : $Y = \alpha + \beta_3 X_1 + \beta_4 X_2 + \beta_5 Z + \varepsilon$, so that obtained equation : $Y = 25.824 - 0.454 X_1 + 0.778 X_2 - 0.294 Z + \varepsilon_2$.

Hypothesis Testing

t-test (Partial)

t- statistic test is also called the individual significance test . This test show how much Far influence variable independent in a way partial to variable dependent . In research this , hypothesis test partial done on every variable independent as in Table 11 below This :

Equation I

Table 11. Partial Test (t) Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	ig.
	B	Std. Error	Beta		
(Constant)	2,829	2.498		1.133	.263
Compensation	.457	.109	.479	4.200	.000
Leadership	.307	.095	.367	3.221	.002

a. Dependent Variable: Motivation Work

Source : Processed data (2023)

a. Hypothesis Test of the Effect of Compensation on Motivation Work

From table 11, the calculated t value is 4.200. With $\alpha = 5\%$, $t_{table} (5\%; nk = 47)$, the t_{table} value is (2.011) . From this description it can be seen that the calculated t (4.200) > t_{table} (2.011), also with a significance value of $0.000 < 0.05$ then it can be concluded that the first hypothesis is accepted, meaning that the compensation variable influence on motivation work . The results of this study are in accordance with the results of research conducted by (Sri Endah, 2021) .

b. Hypothesis Test of the Influence of Leadership Variables Against Motivation Variables Work

From table 11, the calculated t value is 3.221. With $\alpha = 5\%$, $t_{table} (5\%; nk = 47)$ the t_{table} value obtained is (2.011) . From the description it can be seen that the calculated t (3.221) > t_{table} (2.011), and the significance value is $0.002 < 0.05$ then it can be concluded that the second hypothesis accepted, meaning the leadership variable influential towards motivation work . The results of this study according to the results of research conducted by (Gunawan & Syamsudin, 2022) .

Equation II

Table 12. Partial Test (t) Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
(Constant)	25,824	4.947			5.220	.000
Compensation	-.454	.250	-.268		-1.815	.076
Leadership	.778	.206	.526		3,780	.000
Motivation Work	-.294	.288	-.166		-1.020	.313

a. Dependent Variable: Performance

Source : Processed data (2023)

a. Hypothesis Test of the Effect of Compensation on Performance

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From table 12, the calculated t value is -1.815. With $\alpha = 5\%$, $t_{table (5\%; nk = 46)}$ the t table value obtained is (2.012). From the description, it can be seen that -t count (- 1.815) > -t table (- 2.012), as well as the significance value of $0.076 > 0.05$, it can be concluded that the third hypothesis is rejected, meaning that the compensation variable does not affect performance. The results of this study are in accordance with the results of research conducted by (Sri Endah, 2021).

b. Hypothesis Test of Leadership Influence On Performance

calculated t value is 3.780. With $\alpha = 5\%$, $t_{table (5\%; nk = 46)}$, the t table value is 3.780. With $\alpha = 5\%$, $t_{table (5\%; nk = 46)}$, the t table value is 3.780. (2.012). From the description it can be seen that the calculated t (3.780) > t table (2.012), and the significance value is $0.000 < 0.05$, so it can be concluded that the fourth hypothesis is accepted, meaning that the leadership variable affect performance. The results of this study according to the results of research conducted by (Sri Endah, 2021).

c. Hypothesis Test of Motivation Influence Work On Performance

From table 12, the calculated t value is -1.020. With $\alpha = 5\%$, $t_{table (5\%; nk = 46)}$, the calculated t value is (2.012). From this description, it can be seen that -t count (-1.020) > -t table (- 2.012), and the significance value is $0.313 > 0.05$, so it can be concluded that the fifth hypothesis is rejected, meaning that the motivation variable work does not affect performance. The results of this study are in accordance with the results of research conducted by (Digdowiseiso & Seftia, 2021).

Analysis track

For do calculation in a way direct and indirect direct done from mark *standardized coefficients* regression equations I and II are as follows:

Table 13.
Mark Standardized Coefficients Equality
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta
	B	Std. Error	
(Constant)	2,829	2.498	
Compensation	.457	.109	.479
Leadership	.307	.095	.367

a. Dependent Variable: Motivation Work
Source: Processed data (2024)

Table 14.
Mark Standardized Coefficients Equation II
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta
	B	Std. Error	
(Constant)	25,824	4.947	
Compensation	-.454	.250	-.268
Leadership	.778	.206	.526
Motivation Work	-.294	.288	-.166

a. Dependent Variable: Performance

Source: Processed data (2024)

Next, the *standardized beta coefficients value* will be entered into picture analysis track as following :

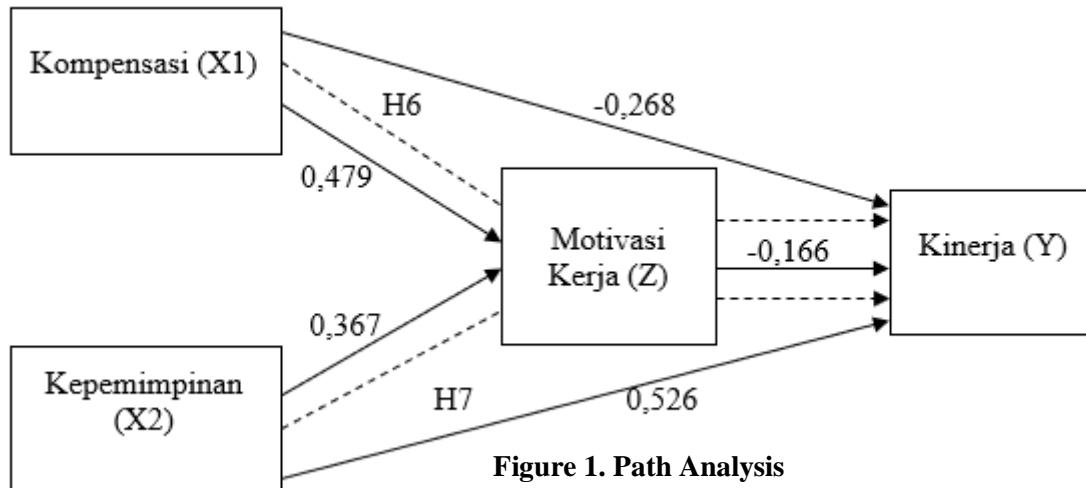


Figure 1. Path Analysis

In the picture analysis track show influence direct compensation variable to variable performance as big as -0.268 . While influence No directly through motivational variables Work that is $0.479 \times -0.166 = -0.079$. From the results calculation obtained show influence in a way No direct through motivational variables Work more big compared to influence in a way direct to performance variables . Next influence direct leadership variables to performance variables as big as 0.526 . Meanwhile influence No directly through motivational variables Work namely $0.367 \times -0.166 = -0.060$. From the results calculation obtained show influence in a way No direct through motivational variables Work more small compared to influence in a way direct to performance variables .

DISCUSSION

Based on results testing hypothesis that has been done , then stages furthermore is explanation connection between variables in research this , research previously And knowledge management so that can support statement Which Already There ispreviously . Explanation the result as following :

1. Influence Compensation To Motivation Work

Based on the results of the analysis of hypothesis 1, it can be seen that compensation has an effect on work motivation. It can be seen from the respondents' answers showing that the majority of respondents answered agree and strongly agree which explains that the compensation received by PT. Duet Pratama Samudra employees has been in accordance with expectations so that it can affect employee motivation, this is supported by the results of observations made by researchers which show that each employee receives different compensation according to the length of service and position held so that it can affect work motivation. In a study conducted by (Gultom et al., 2024) the compensation given to employees can be in the form of career development for employees. The results of this study are in line with the research conducted by (Sri Endah, 2021) entitled The Influence of Competence, Compensation, and Organizational Culture on Teacher Performance with Work Motivation as an Intervening Variable at SMK PGRI BRATI where compensation affects work motivation, and in line with the theory put forward by (Suparyadi, 2015), that compensation is the total reward received by employees as an appreciation for the

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contribution given to the organization, both financial and non-financial. Appropriate compensation received by an employee has a positive impact in the form of high work motivation.

2. Influence Leadership To Motivation Work

Based on results analysis to hypothesis 2 can known that leadership have an impact on motivation work . From the characteristics Respondent based on length of service , the majority Employees of PT. Duet Pratama Samudra have a working period more from 5 years , so that with a long enough working period , employees can own comparison leadership that can provide motivation good job . This is supported with answer respondents who are still there is respondents who answered not enough agree , no agree and strongly disagree agree that can explain that leadership able to provide motivation Work for employees . Research result the No in line with research conducted by (Gunawan & Syamsudin, 2022) with title Influence Culture Organization and Leadership Style On Employee Performance Through Motivation DLHKP Regency Work Gunung Mas , in this study, showed that leadership influential to work motivation . Research results This No in line with the theory put forward According to (Hamali, 2016) leadership is activity or the art of influencing others to want to cooperation based on the person 's abilities For guide others in reach desired goals group .

3. Influence Compensation To Performance

Based on results analysis to hypothesis 3 can known compensation no effect to performance . From the results observations made researcher show that every Employees of PT. Duet Pratama Samudra No to obtain different compensation in accordance with length of service and position held so that can impact negative on the results performance employees . Research results This in line with research conducted by (Sri Endah, 2021) with title Influence Competence , Compensation , and Culture Organization On Teacher Performance With Motivation Work As Intervening Variables at SMK PGRI BRATI where compensation influential to performance, so it can be interpreted that appropriate compensation will improve employee performance. In theory (Suparyadi, 2015) , states that compensation is overall compensation received by employees as award on contribution given to organizations , both of a legal nature financial and also non- financial . Appropriate compensation accepted a employees have a good impact in the form of maximum performance .

4. Influence Leadership To Performance

Based on results analysis to hypothesis 4 can known that leadership Employees of PT. Duet Pratama Samudra have an impact on performance , so that can concluded that leadership Employees of PT. Duet Pratama Samudra fully can affect performance . This is supported from answer respondents who indicated more from 75% of respondents answer agree and strongly agree that leadership Employees of PT. Duet Pratama Samudra can have an impact positive on the resulting performance . The results of the study This in line with research conducted by (Digdowiseiso & Seftia, 2021) with title Influence Culture Organization and Leadership On Employee Performance Through Motivation DLHKP Regency Work Gunung Mas , in the study showed that leadership influential to performance . This is supported theory according to (Hamali, 2016) leadership is activity or the art of influencing others to want to cooperation based on the person 's abilities For guide others in reach desired goals group .

5. Influence Motivation Work To Performance

Based on results analysis to hypothesis 5 can known that motivation Work does not affect performance . From the characteristics Respondent based on age majority Employees of PT. Duet Pratama Samudra has aged 20 year until 3 5 years so that has own experience supported with compensation given to employee so as to provide motivation high work so

that can affect performance employees in providing teaching to students . Research results This in accordance with research conducted by (Digdowiseiso & Seftia, 2021) with Leadership Style title Transformational , Compensation and Discipline Work On Employee Performance : Mediation Motivation Work at Pertamina Upstream Data Center (PUDC) which shows that motivation Work influential to performance and in line with theory according to (Sarang Uno and Koni, 2014) provides a definition motivation Work as strength in the person's self that influences the direction , intensity and persistence behavior voluntary somebody For do Job . Motivation high level of work for a person employees have a good impact performance suitable employee hope .

6. Motivation Work Mediating Connection Compensation To Performance

Based on results analysis to hypothesis 6 can known that motivation Work can mediate connection compensation to performance . Can seen from answer Respondent show that majority Respondent answer agree and strongly agree which explains that compensation received by employees PT. Duet Pratama Samudra has in accordance with hope so that can affect motivation Work employee , thing This supported with results observations made researchers who showed that every employee to obtain different compensation in accordance with length of service and position held so that can affect motivation next work impact positive on the resulting performance employee . Research result This in accordance with research conducted by (Digdowiseiso & Seftia, 2021) with Leadership Style title Transformational , Compensation and Discipline Work On Employee Performance : Mediation Motivation Work at Pertamina Upstream Data Center (PUDC) where compensation influential to performance with work motivation as an intervening variable . This is supported theory according to (Sarang Uno and Koni, 2014) provides a definition motivation Work as strength in the person's self that influences the direction , intensity and persistence behavior voluntary somebody For do work .

7. Motivation Work Mediating Connection Leadership To Performance

Based on results analysis to hypothesis 7 can known that motivation Work No can mediate connection leadership to performance . This is due to leadership No can provide motivation great job to employee so that , employees tend own motivation low work so that No able to influence the results performance . This is can seen on still there is respondents who answered not enough agree , no agree and strongly disagree agree that shows that employee No own motivation strong work with existence leadership . Research results This No in accordance with research conducted by (Gunawan & Syamsudin, 2022) with title Influence Culture Organization and Leadership Style On Employee Performance Through Motivation Work of DLHKP Regency Mount Mas where motivation Work can become variable mediation so that leadership influential to performance . This is supported theory according to (Sarang Uno and Koni, 2014) provides a definition motivation Work as strength in the person's self that influences the direction , intensity and persistence behavior voluntary somebody For do work .

4. CONCLUSION

Study This try For answer objective study that is For know Influence Compensation And Leadership On the Performance of Employees of PT. Duet Pratama Samudra With Motivation Work As Intervening Variables . Test results hypothesis with use analysis multiple linear regression and analysis track show that :

- a. The first hypothesis is accepted, meaning compensation influence on motivation Work Employees of PT. Duet Pratama Samudra .
- b. The second hypothesis is accepted, meaning that leadership influential towards motivation Work Employees of PT. Duet Pratama Samudra .
- c. The third hypothesis is rejected, meaning that compensation has no effect on performance .

THE EFFECT OF COMPENSATION AND LEADERSHIP ON EMPLOYEE PERFORMANCE OF PT. DUET PRATAMA SAMUDRA WITH WORK MOTIVATION AS INTERVENING VARIABLES

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Employees of PT. Duet Pratama Samudra .

- d. The fourth hypothesis is accepted, meaning that leadership influences the performance of PT. Duet Pratama Samudra employees .
- e. The fifth hypothesis is rejected, meaning that work motivation does not affect the performance of PT. Duet Pratama Samudra Employees .
- f. sixth hypothesis is accepted, meaning Motivation Work can mediate connection Compensation to Employee Performance of PT. Duet Pratama Samudra.
- g. seventh hypothesis is rejected , meaning Motivation Work No can mediate connection Leadership to Employee performance PT .

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