

ABSTRACT

THE INFLUENCE OF WORK MOTIVATION AND FINANCIAL COMPENSATION ON EMPLOYEE PERFORMANCE AT PT. RESSA ABADI BERSAMA BANDAR LAMPUNG

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PT. Ressa Abadi Bersama Bandar Lampung operates in the distribution of basic commodities and currently experiences challenges related to employee performance. This study investigates the influence of work motivation and financial compensation on employee performance at PT Ressa Abadi Bersama Bandar Lampung. A quantitative research design with an associative approach was utilized. Data were collected via questionnaires distributed to all 33 employees. Multiple linear regression was employed for data analysis, with hypothesis testing conducted using t-tests and F-tests. Data processing was conducted using SPSS Version 21. The findings demonstrated that work motivation and financial compensation exert both partial and simultaneous significant effects on employee performance at PT. Ressa Abadi Bersama Bandar Lampung.

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

