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## Compensation Planning In Increase Employee Performance

Agus Suharyadi<sup>1</sup>, Agus Hidayat<sup>2</sup>, Ahmad Faisal<sup>3</sup>, Hadi Supratikta<sup>4</sup>

<sup>1-4</sup>Universitas Pamulang, [agussuharyadi.id@gmail.com](mailto:agussuharyadi.id@gmail.com), [agushidayat1187@gmail.com](mailto:agushidayat1187@gmail.com),  
[faisal.zepp@gmail.com](mailto:faisal.zepp@gmail.com), [hadisupratikta@gmail.com](mailto:hadisupratikta@gmail.com),

**Abstract.** This research is a literature study, which is carried out through journal reviews and literature studies that are relevant to the research. The type of data used is secondary data, namely data obtained indirectly. Data collection techniques are carried out by reviewing and analyzing books and journals with rules related to planning gift compensation. From the results of this study it is known that planning gift compensation very important. Human Resources a organization, claim era revolution inside 4.0 and era competition free moment This expected organization must own source one man Which quality, innovative and creative. Because organization is network and decision for successor policy and recruitment decision. Compensation used as reject measuring performance with objective get employee which quality, maintain employee and give contribution Which Good for organization. The industrial revolution 4.0 has brought so many changes, especially changes in very fast technological developments which greatly affect the world of work, namely humans are required to master technology, especially for officer in company Which direct relate with data employee. And companies are also required to be able to keep abreast of these technological developments and adapt them to activities gift compensation at the company. So that speed up process gift compensation as well as increase performance employee

**Keywords:** Compensation Planing, Employee Performance

## A. INTRODUCTION

Management source one man (MSDM) is salah One field from management general which covers sides planning, organizing, implementation, and control. Process this be found in field/function production, marketing, finance, for various experience and results study in field SDM collected regularly systematic in what which called management.

Something organization or company he hoped will experience change, which progress and development going to which more Good. Each company will try increase and develop company with held various activity increase performance for employee.

Human Resources which his property most important which must owned company is employee. Without exists for employee in company the, for company No will Can develop. Between company with employee pun actually connection was Where company and employee the is each other need. Company need for employee for reach objective mainly. Whereas employee need company for help ful fil his needs as creature life like need place stay, need eat and etc. For That, accordingly was something company member answer service form compensation to his employees, and employee pun Already should give ability performance the best to company place Work. Compensation which company give should comparable with what which given employee the Because company must Can behave to all his employees. So that for employee can give performance the best for increase company the As for which meant compensation according to Hasibuan is all income which shaped Money goods direct and no direct which accepted employee as reward above service which given to company. Compensation very is required and influential in performance employee. By reason That, expected with exists compensation Can grow develop performance employee.

## B. LITERATURE REVIEW

According to Kasmir (2016:25), state Management Source One Man (MSDM) Process management man, through planning, recruitment, selection, training, development, gift compensation, career, safety and health as well as guard connection industrial until termination connection work reach objective company and enhancement well-being stakeholder.

According to Dessler (2017:221) compensation is something which shaped payment for given to employee and which relate with employee.

According to Wibowo (2016: 289), state compensation is against the performance to usage energy or service which already given by energy work.

According to Mangkunegara (2017:67), state performance is results work regularly quality and quantity which already Of create by employee in carry out his job in accordance with not quite enough answer whichal ready given to him.

## C. RESEARCH METHODOLOGY

The research method used in this research is literature review and journal review, where literature review is a series of activities related to methods of collecting library data, reading and taking notes, and managing research materials while journal review is an activity that involves looking for references or reviewing research that has been published. in scientific journals.

This journal review method is carried out by comparing one journal with another in the sense of integrating the results of analysis of research journals based on the similarities and differences of each then providing new conclusions. The steps in reviewing the journal are as follows:

1. Read the journal entirely.
2. Write journal identity.
3. Write a summary of journal contents as an opener.
4. Write personal opinions or ideas about the journal.
5. Write a conclusion from the results of the review.
6. Double-check the results of the review.

## **D. RESULTS AND DISCUSSION**

### **1. Compensation Planning**

Compensation Planning is one function which important in Management. Because compensation is salah One aspects The most sensitive in connection work contain problem compensation and various side which related like allowance which impact on performance employee.

Program Planning Compensation is reflection from company that care to source one man and effort in give motivation for can give performance optimal in accordance with his ability. Compensation is description in status social for employee. Level income very influential in determine standard life. For employer from company, compensation is factor main in staffing. Compensation is something hal which available and given by organization to his employees as reward above services and work hard employee at the give in various shape like Money, gift, and reward.

According to Dessler (2017:222) types from compensation consists from compensation financial direct and compensation financial No direct, following the explanation :

1. Compensation Financial Direct, form payment like payment (salary and wages), payment performance, payment incentives (commission, bonuses, and distribution two), and payment delayed (program savings and annuity purchase stock)
2. Compensation Financial No Direct, like program-program protection (insurance health), payment Of outside work (holiday, holiday Eid, holiday yearly, dll), facility which givenby company or organization (vehicle and place stay)

Objective gift compensation that is as bond work same, satisfaction work, motivation, stability employee, and discipline, Following This the explanation.

1. Bond WorkThe same It means one exists system gift compensation to employee can create something bond work same between with employee, a person employee must do his duties with Good, whereas or businessman must pay compensation in accordance with Which Al ready agreed.
2. Satisfaction Work It means with exists answer service, a person employee can own feel satisfaction work with can fulfil need his life like need his physique, status social, andhis egoistic
3. Motivation It means one gift answer service Which given Enough big so that employee will very motivated in Work Because feel Otfake note.
4. Stability Employee It means gift compensation must based on principle principle and worthy for stability employee will more guaranteed Because No feel differentiated.

5. Discipline It means one exists gift answer service Which Enough big for discipline employee will the more Good and realize will not quite enough he replied as well as obey regulations Which happen in company.

Ada 5 factor general inprocess gift compensation, as following This:

1. Offerand Request Energy Work.  
It means If poffer Which That more big from vacancy work for level compensation relative small, also vice versa If be found offer more small whereas vacancy work That more big for compensation Which offered will relatively more big.
2. Ability and Readiness Company  
It means If company or something organization the capable and ready give compensation with Good for level compensation the more big, also vice versa when company or something organization the only capable give compensation low for level compensation low.
3. Productivity Work Officer or Employee  
It means If productivity work Which done officer or employee the Good, for level compensationWhichwill obtained will the more big, also vice versa If productivity Which done officer or employee bad, for compensation Which will obtained pun low.
4. Cost Life  
It means cost life can determine height low level compensation, for when cost life Ofarea the height for level income compensation also will height also with vice versa.
5. Condition Economy National  
It means height or low level gift compensation Which done company to officer Also can caused by condition economy moment That. If economy currently height or Good for compensation Which will given pun will height, vice versa If economy currently declined for compensation Which will given pun will low.

Based on results analysis on gift compensation Which appropriate will give impact positive for employee andcompany Which concerned, so planning gift compensation must programmed with Good and please inform regularly clear to employee so that beneficial to all parties.

Program planning gift compensation This in the future must always Of update customized with dynamics environment for make an effort agar reward Which still materialized, Good magnitude, the arrangement nor time the payment can push excitement work and desire employee for reach performance work optimal so that help realization company.

The magnitude compensation must set based on analysis work, position department, consistency external, as well as guided to justice and law. With policy This, expected will built cooperation Which in accordance with give satisfaction to whole employee.

## **2. Achievement Performance Employee**

Planning gift compensation Which appropriate can increase performance employee in explained his job for can reachwhich targets Already set Which become his responsibility with ability Which owned regularly can see.

With exists planning gift compensation which al ready clear and programmed will give feel happy or happy to employee so that will increase performance and always will carry out work with full heart so that help company in reach objective organization.

With increasing performance employee automatic also will deliver the level career Which more height and get compensation Which more big, actually the more height level or position department the more big compensation pliers in accept.

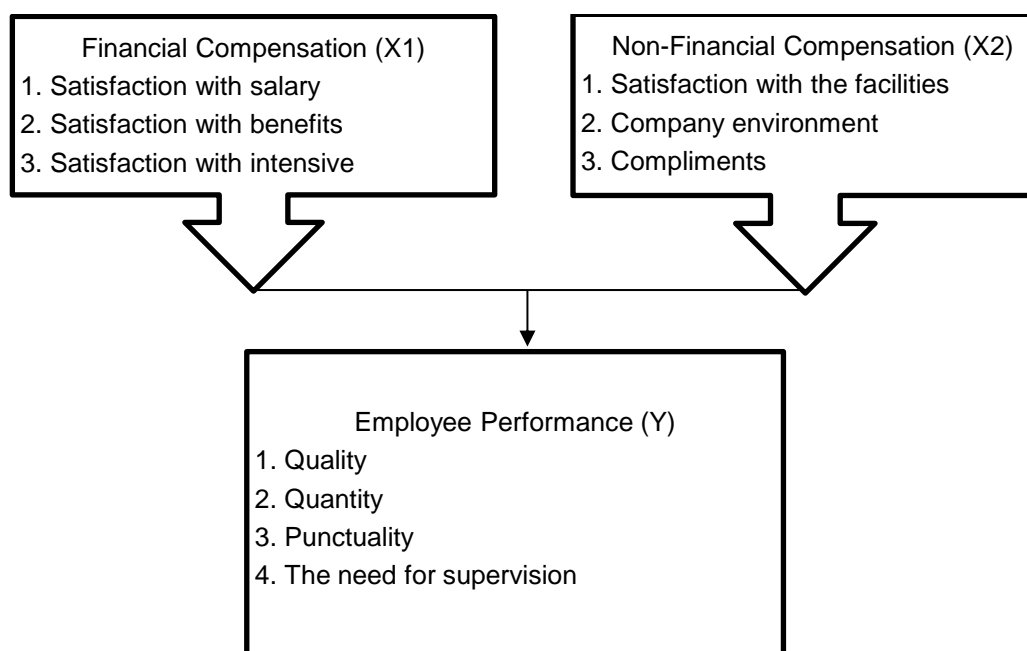
### 3. Thinking Framework

Human resources are organizational access that must be maintained and developed by the company as an important asset that cannot be separated.

The success of achieving the goals of the company is not only based on technological excellence, operational funds, owned infrastructure, but also the human resources in the company. Human resources are a factor that plays an important role in running the company, because human resources are a tool to achieve optimal performance in achieving organizational goals.

Human Resources whose rights are paid attention to always do a good job and build the company to achieve its goals.

Based on the explanation above, the research concept framework can be compiled, as follows:



Picture. 1

#### Picture 1. Framework

Based on the description above, we can see that by planning good and appropriate compensation, both financial and non-financial, employee performance will increase so that it can help companies achieve organizational or corporate goals more quickly.

## E. CONCLUSIONS AND SUGGESTIONS

### 1. Conclusion

A good and structured compensation system can convince employees so that employee performance increases fully and works wholeheartedly with all their abilities to advance the company.

Compensation given to employees will motivate employees to continue to progress and develop and increase their ability to improve company performance.

### 2. Suggestion

To carry out the compensation planning process, the company must always update the employee master data so that mistakes do not occur when giving compensation for the next period, this is because the organization changes very quickly and employees experience class promotions or new positions.

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