

ABSTRACT

Generally, a company existed to fulfill human desire for goods and service. In the realization there is always an interaction between a company with their environment. At the end, an interaction will appear a social responsibility to the side which have relationship with company activity. One of a company social responsibility to the employee is give salary, to fulfill that responsibility need management control system. This research examines both direct and indirect effect pay satisfaction upon the employee performance. Employee pay satisfaction can be known with a fair, appropriate, and effectivity compensation.

Usually the company related the salary with employee performance. The efforts that can do to reach the best employee performance is make a great salary or compensation. Because of that, salary can create a motivation for the employee to give the best performance.

Base on this framework, the writer interested to do a research about the effect pay satisfaction upon the employee performance in "X" Co. This research used analytical descriptive method. The writer collect the information by an observation, interview, questionnaire and library research. There are 70 questionnaires was distributed, 70 was returned (100%). Data analysis research that used is Statistical Package for Social Science (SPSS) 17.00. The result of the research supported that pay satisfaction as a part of management compensation has direct effect on employee performance in "X" Co.

Keywords: Pay satisfaction; management compensation; employee performance

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