

**THE EFFECT OF COMPENSATION AND WORK ENVIRONMENT ON WORKING
MOTIVATION AND ITS IMPACT ON EMPLOYEE PERFORMANCE IN THE
NATIONAL TRAINING AND EDUCATION CENTER FOR RESEARCHERS
DEVELOPMENT INDONESIAN INSTITUTE OF SCIENCE**

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ABSTRACT

This study analyzes the effect of compensation and work environment on working motivation and its impact on employee performance in The National Training And Education Center For Researchers Development Indonesian Institute Of Science using quantitative approaches and Path analysis. Population in this study is civil servant in The National Training And Education Center For Researchers Development Indonesian Institute Of Science. While the sample is the entire population of 52 respondents by using explanatory research method to examine a theory or hypothesis to strengthen or may be reject the theory or hypothesis of the existing research results.

As a result using F-test, there is a fairly strong correlation and significant effect of compensation and work environment variable on working motivation. Moreover, there is a fairly strong correlation and significant effect of compensation and work environment variable on employee performance by using F-test.

Keywords: Compensation variable, work environment, working motivation, employees, performance, path analysis.