

# **Compensation, Supervision, or Work Environment, which has the greatest influence on Work Motivation and Performance.**

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## **Abstract**

This study aims to determine the effect of compensation, supervision, and work environment on the motivation and performance of employees of PT. Jasa Raharja working area of Central Java. The research uses a quantitative-explanative approach. The populations in this study were all employees of PT. Jasa Raharja are located in the working area of Central Java. The data collection was carried out using an online questionnaire. The data that has been collected was analyzed using SEM-PLS. The results showed that compensation, supervision, and work environment had a positive and significant effect on work motivation, and compensation had the greatest influence on motivation. Compensation and supervision have a positive and significant effect on performance, while the work environment does not have a significant effect. Supervision has the greatest influence on employee performance. Motivation plays a full mediating role for the effect of work environment on performance, while on compensation and supervisory variables; motivation plays a partial mediating role.

**Keywords:** Compensation, supervision, work environment, motivation, performance