

THE EFFECT OF COMPENSATION AND WORK MOTIVATION ON PERFORMANCE WITH LEADERSHIP STYLE AS MODERATOR ON EMPLOYEES OF THE SECRETARIAT OF THE REGIONAL PEOPLE'S REPRESENTATIVE BOARD OF EAST JAVA PROVINCE

Dewa Ayu Karina Asokawati^{1*}, Budiyanto², Khuzaini³

^{1,2,3} Sekolah Tinggi Ilmu Ekonomi Indonesia (STIESIA) Surabaya, Indonesia

*Corresponding Author: ladykarina@gmail.com

Abstract. This study aimed to investigate the effect of compensation and work motivation on performance with leadership style as a moderator of the Secretariat staff of the Regional People's Representative Council in East Java Province. This study applied moderated regression analysis with a saturated sample sampling technique. Therefore, this study employed all members of 163 respondents in the Regional People's Representative Council, East Java Province. As a result, this study indicated four conclusions: First, the compensation had a positive and significant effect on employee performance. Second, the work motivation had a positive and significant effect on employee performance. Third, the leadership style had a weak impact in moderating the effect of compensation on employee performance. Last, the leadership style had a weak effect in moderating the influence of motivation on employee performance.

Keywords : *compensation, work motivation, leadership style, employee performance*
