

TABLE OF CONTENTS

	Page
COVER PAGE	
TITLE PAGE	
DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT	iii
APPROVAL PAGE BY FINAL PAPER ADVISOR	iv
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE	v
ABSTRACT	vi
ABSTRAK	vii
PREFACE	viii
TABLE OF CONTENTS	x
LIST OF FIGURES	xiii
LIST OF TABLE	xiv
LIST OF APPENDICES	xvi
CHAPTER I INTRODUCTION	
1.1 Background of Study	1
1.2 Scope of Problem	7
1.3 Problem Formulation	8
1.4 Research Objective	8
1.5 Benefits of Research	9
CHAPTER II LITERATURE REVIEW	
2.1 Compensation	10
2.1.1 Definition of Compensation.....	10
2.1.2 Principles of Compensation	12
2.1.3 Purpose of Compensation	12
2.1.4 Types of Compensation	13
2.1.5 Compensation System	14
2.1.6 Factors Affecting Compensation	16

2.2 Promotion	19
2.2.1 Definition of Employee Promotion	19
2.2.2 Principles of Employee Promotion	20
2.2.3 Basics of Promotion	21
2.2.4 Indicators of Promotion	24
2.2.5 Purpose of Employee Promotion	27
2.3 Motivation	28
2.3.1 Definition of Motivation	28
2.3.2 The Purpose of Motivation	29
2.3.3 Types of Motivation	30
2.3.4 Indicators of Motivation	30
2.4 The Relationship between Compensation and Promotion to employee Motivation	31
2.5 Previous Research	33
2.6 Conceptual Framework	35
2.7 Hypothesis	35
 CHAPTER III RESEARCH METHOD	
3.1 Research Time and Location	37
3.2 Research Design	37
3.2.1 Research Method	37
3.2.2 Research Type	37
3.3 Population and Sample	38
3.3.1 Population	38
3.3.2 Sample	38
3.4 Source of Data	39
3.5 Method of Collecting Data	39
3.6 Operational Definition and Variable Measurement	40
3.7 Variable Measurement	41
3.8 Data Analysis Method	42

CHAPTER IV	RESEARCH RESULT	
4.1	General Description of PT. Indomarco Prismatama	48
4.1.1	Profile of PT Indomarco Prismatama	48
4.1.2	Vision of PT. Indomarco Prismatama	51
4.1.3	Mission of PT. Indomarco Prismatama	52
4.1.4	Logo of PT. Indomarco Prismatama (Indomaret)	52
4.1.5	Organizational Structure of PT. Indomarco Prismatama	53
4.2	Research Data Analysis	55
4.2.1	Respondent Result	55
4.2.2	Validity and Reliability Test of Research Instruments	58
4.2.3	Classical Assumption Test	61
4.2.4	Multiple Linear Regression Analysis	66
4.2.5	Hypothesis Testing	67
4.3	Discussion	70
CHAPTER V	CONCLUSION	
5.1	Conclusion	75
5.1.1	Conclusion for Background	75
5.1.2	Conclusion for Hypothesis	76
5.1.3	Conclusion for Research Problem	78
5.2	Recommendation	78
5.2.1	For Managers	78
5.2.2	For Future Studies	80
REFERENCES		
APPENDIX		

LIST OF FIGURES

	Page
Figure 1.1 Conceptual Framework	41
Figure 4.1 Indomaret Logo	53
Figure 4.2 Organizational Structure of PT. Indomarco Prismatama	60
Figure 4.3 Gletzer Test	63



LIST OF TABLES

	Page
Table 1.1 The employees of PT. Indomarco Prismatama Aceh Tamiang Regency	4
Tabel 1.2 Employee Salary Data of PT. Indomarco Prismatama Aceh Tamiag Regency	5
Table 1.3 Number of Position Promotions at PT. Indomarco Prismatama Aceh Tamiang Regency 2021 – 2023	5
Table 3.1 Likert Scale	43
Table 4.1 Number of Questionnaires	57
Table 4.2 Characteristics of respondents by Gender	57
Table 4.3 Characteristics of respondents by Age	53
Table 4.4 Compensation Variable Questionnaire Validity Test Results (X_1)	60
Table 4.5 Job Promotion Variable Questionnaire Validity Test Results (X_2)	60
Table 4.6 Work Motivation Questionnaire Validity Test Results (Y)	61
Table 4.7 Variable Reliability Test Calculation Results	62
Table 4.8 Normality Test Results	63
Table 4.9 Multicollinearity Test Results	64
Table 4.10 Gletzer test Result	65
Table 4.11 Auto Correlation Test	66
Table 4.12 Multiple Linear Regression Results	67
Table 4.13 Partial Influence Analysis with t tes	68

Table 4.14 Hypothesis Testing Results with Partial Test (t Test)	72
Table 4.15 Comprehensive Testing or simultaneous test (f Test)	72
Table 4.16 Coefficient of Determination (R ²)	75



LIST OF APPENDICES

Appendix 1	: Questionnaire
Appendix 2	: Questionnaire Result Table
Appendix 3	: Validity Test Table
Appendix 4	: Reliability Test Table
Appendix 5	: Descriptive Statistics
Appendix 6	: Classical Assumption Test Result
	1. Normality Test
	2. Multicollinearity test
	3. Heteroscedasticity test
Appendix 7	: Coefficient Of Determination
Appendix 8	: F – Test
Appendix 9	: T – Test
Appendix 10	: R Table
Appendix 11	: F Table
Appendix 12	: T Table
Appendix 13	: Documentation