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### PROVIDING COMPENSATION & REWARDS FOR GOOD PERFORMANCE

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#### *Abstract*

In a company or organization, one of the most important elements is maintaining relationships between each other both between workers and to superiors, because a good work environment will bring performance to be more controllable and bring the work environment to be productive, this is what makes good performance in a company or organization. Several things can bring good performance as in this study which discusses Compensation and an Award to a worker for his performance which is classified as entering a good work stage so that efforts to provide compensation and awards make positive efforts and bring progress to the performance of workers in a company or organization and bring competence in the world of work. Compensation provided by the employer will bring workers to be more responsible in meeting work standards and the award is given as a reward for performance that has met operational standards for the company. The results of this study indicate that providing compensation and awards to a worker can bring positive value and can even improve the performance of these workers, where workers will become more enthusiastic in working and can even increase the value of the company, agency and even the organization where the worker works and the award shows that the worker has an achievement for good performance.

**Keywords:** *Compensation, Awards, Worker Performance.*

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### INTRODUCTION

In a company, organization and even an agency must have adequate human resources so that the operational performance in it can run effectively. Another thing is supported by existing facilities so that it can run well, existing facilities and infrastructure must also be in accordance with work needs so that it can make efforts in the progress of the work field. An important role is the key to success and improving company performance, therefore the performance of workers must be evaluated properly and thoroughly so that the ability of workers to work can be clearly seen. Some of the contributions made by various things including adequate technology, supporting facilities and even a harmonious work environment can make the work more efficient and aim to increase the company's value of the worker's performance. Regular performance monitoring will bring maximum benefits so that it brings various positive things and can achieve the predetermined target (Maulidiyah et al., 2021).

A person's performance can bring benefits to the party concerned because performance improvement is an effort to provide an opportunity for workers or workers to

contribute to the progress of a company or institution. The duties and obligations given by the superior will be carried out as their obligations, because the key to the success of a company is focused on the performance of its workers. Cooperating with fellow workers can be a benchmark of how human resources play a role in progress in various ways so that it will encourage common interests, especially the place of work with its workers. The management of existing human resources through clear stages will bring policies in adjusting the common interests, both in quality and quantity that will be achieved through the results of their work. Workers will become more efficient at work if the worker is appreciated for his performance by the superior, therefore the level of success achieved can be reflected in the award given (Setyo Widodo & Yandi, 2022).

The main factor that needs to be considered related to performance is seen on the internal side of the worker himself, where the worker has felt sufficient or not in fulfilling his job, because the emotional state in the work environment will affect the performance itself. Workers will improve their performance by giving their best effort for the results provided by their superiors, job satisfaction has a positive effect on high job satisfaction, so this will lead to increased performance (Govinda & Mujiati, 2022). Labor as the main asset must get special treatment in labor management because it can basically affect a company's existence in the future, various kinds of factors that exist in worker performance will bring better performance, of course, good planning owned by the company will make management in accordance with its competence. Appropriate human resources will bring various parties to cooperate with each other on their duties and obligations, the results of this work will make workers even better in order to achieve the company's main goals, performance makes an effort in order to achieve an achievement that exists within the worker so that the value of the worker can be seen through the achievements he has so that this performance brings a positive and responsible person for his work (Akbar, 2018).

Performance appraisal can be seen from various workers such as employees, employees, teachers and even students who are doing apprenticeships because this makes the maximum results to see the extent to which the dynamics change the view of HR which is seen as the main contributor to the success of each program or activity in an empowered and competent organization, the existence of career development from worker competence makes a good contribution to the implementation of the work environment and makes workers comfortable while working. The basic components needed to retain workers so as not to bring problems to the work environment can be seen from the amount of treatment and benefits provided, not a few workers experience problems at work that make workers leave their jobs, and this will have a negative impact on the company. Another thing that is found in worker performance is career development, where careers will bring workers to work hard so that they can change themselves for the better in the future through the support of good career management, job satisfaction is also a major factor for workers to become a career development factor (Munir et al., 2022).

In compensation as a form of appreciation given to workers for the services they have provided to the company, and all appreciation is given to workers who have met good work standards, workers who have been given appreciation will have a positive influence on the work environment of an organization and workers will improve their performance because they get satisfaction at work. The compensation provided can take the form of various things such as money, goods, positions, and even other rewards for the services that workers provide to the company either directly or indirectly. Of course, the employer needs to regulate the amount of compensation given to workers because only workers who fall into certain criteria can be compensated so that only good workers will be compensated for their performance. Providing this compensation can motivate workers to be better than

before, because services that bring company progress will maintain the value of the company (Govinda & Mujiati, 2022).

In seeing the human resources that are owned can be seen through various aspects, where in a business or organization must have a spiritual intelligence and a selfactualizing behavior that comes from internal motivation, the responsibility of workers and superiors will also bring awareness of self-belief that the obligation in completing work is something that must be done as it should. The human resource process will specifically bring a role to a company related to the goal of maximum achievement owned by the company. A series of activities to process channeled human resources can go through various activities, especially in designing position analysis, planning work, recruiting and selecting, training and developing, planning careers, assessing performance achievements to provide relief or compensation transparently (Faqih, 2018).

The performance of workers is supported by legislation which confirms that workers must have legal protection, in labor law it explains that labor rules have been regulated by applicable laws, because the existing series of rules are intended to improve welfare as a whole and in order to realize justice, prosperity and welfare equally so that a right and obligation is needed to realize welfare for workers. In Article 1 number 3 of Law No. 13 of 2003 concerning manpower states that "Workers / laborers are everyone who works by receiving wages or compensation in other forms" this is stated in Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia which states that "Every Indonesian citizen has the right to work and a decent livelihood for humanity" and in Article 28D paragraph (2) which states "everyone has the right to work and get compensation and fair and decent treatment in employment relations" (Lestari, 2022).

From the explanation of the law of workers regulated in the basic law, it has been explained that every worker has rights that must be fulfilled because it seeks a decent life according to what is agreed upon for the services that have been performed. In its application, many workers have made maximum efforts to carry out their work so that it can run optimally, of course the work environment factor must also support the running of relations between fellow workers because it is closely related to the rights and obligations of welfare at work.

Workers will not be a good development for the company if there are problems that occur in the workplace, because employee performance can be one of the benchmarks of how workers play a role in the progress of the company, the potential from within workers can be in the form of competencies that can continue to be developed in order to adjust the level of work. The problem that often occurs in companies is the receipt of compensation that is considered inappropriate, because workers who have worked optimally are still not fully valued by their superiors, so that the quality of worker performance decreases dramatically and will lead to a decrease in company value. Lazy employee work patterns and no development will have a negative impact, this impact will reduce productivity for workers and can trigger burn out at work. The weak implementation of the compensation and reward system will trigger competition between fellow workers, therefore the assessment and evaluation must be in accordance with the criteria as a fair assessment, these efforts are aimed at avoiding actions that lead workers to make various kinds of mistakes in the future.

Based on this background, the researcher intends to examine the compensation and appreciation of a worker's performance seen from various things, which are then evaluated so that a good worker value is known. This research was conducted to find out and evaluate a worker's performance from various different fields and seen through the appreciation they have by reviewing four different workers and seeing firsthand the conditions of workers through the stages of direct observation and interviews. In addition, the types of

appreciation that are owned are very diverse so that the differences can be seen clearly and significantly, and in the job position that has been adjusted through the existing field and educational history, a process of self-development of workers will be known.

Based on the background and research questions that have been described, the objectives of this study are: (1) To find out and study about a worker's performance based on different fields, (2) To find out and study a compensation and award given by superiors in order to bring worker performance to be better. This research is expected to be useful for workers so that they can see their work achievements and through Human Resources which are seen through applicable legal aspects, and can deepen their knowledge, abilities and skills in managing themselves to be better at working well again.

## **THEORETICAL BASIS**

### **Human Resources**

Human resource management is a science that regulates the relationship and role of labor to be more effective and efficient in order to help realize the goals of a company, and the aspects related to it. The importance of good management and management of HR brings various parties to be able to organize and manage existing management so that it can be fully controlled. HR management is related to administrative activities that are functional in nature such as recruitment, training, wages, marketing, finance, production and others. Then the HR Management System develops and adapts to an environment influenced by technological changes and advances so that through the right HR management stages it will bring convenience in various aspects (Akbar, 2018).

Human resources are also associated with human resources which are defined in two ways, namely micro and macro. In macro terms, it is explained that individual workers in a company can be called employees, laborers, employees and other labor. While at a macro level, it is defined as a population that has worked or not in a country that has reached the age of the labor force. SDI makes an individual asset that is employed to drive the performance of a company or organization to be more honed and develop its skills. In SDI management, it will be related to the role and relationship of humans in a company, including the achievement of company goals, to the maximum (Faqih, 2018).

Human resources are very dependent on the development of the system in the company that is running, a very clear commitment is established in achieving a goal. Success in a company or agency is influenced by the system that is owned from within itself. The importance of human resource management as a driving force in the company. This is because human resources are a very important determinant of effectiveness in it and while carrying out its activities, achieving goals will greatly affect various kinds of things both in terms of vision and mission, human resources, SDI, facilities & infrastructure, and so on. There will be efforts to improve the quality of existing human resources so that both parties must support each other to achieve these goals. In determining the character and quality of human resources, it can be seen through the extent of development that exists in the operational performance system that is owned (Wildan & Albari, 2023).

### **Employee Performance**

Performance is the result that can be achieved by an individual or group in a company, organization or agency in accordance with their respective authorities and responsibilities as regulated by existing regulations in an effort to achieve goals legally, and not against the law so as not to conflict with applicable morals and ethics. Mangkunegara (2017) argues that performance is the result of work in quality and quantity that has been achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Govinda & Mujati, 2022).

The term performance comes from the word job performance or actual performance (work performance or actual achievement achieved by a person) where the quality and quantity of work achieved by an employee in carrying out an existing task in accordance with the responsibilities given to him. An explanation of the understanding of performance can be seen by various parties which can then be made a reference so that it can be better through the evaluation learning that has been done. The implementation of these duties and responsibilities will bring changes to workers so that they become more responsible (Setyo Widodo & Yandi, 2022).

Rahardjo (2016) suggests that employee performance is part of the work results of a worker who can be seen based on quality and quantity in accordance with his responsibilities which are seen through a certain period of time. With the increasing value of the company, performance becomes the result of the work achieved by the employee himself in carrying out his duties in accordance with the responsibilities given (Cahyani & Frianto, 2019).

Performance is an ability to complete a task or job someone should have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what to do and how to do it. Performance is the real behavior that everyone displays as a work achievement produced by employees in accordance with their role in the organization. Employee performance is very important in an organization's efforts to achieve goals (Setyo Widodo & Yandi, 2022).

### **Definition of Compensation**

Compensation is a direct or indirect, financial or non-financial award or reward that is fair and appropriate to employees, in return or their contribution / service to the achievement of company goals. Sastrohadiwiryo (2016) argues that compensation is a reward or payback given by the organization to the workforce, because the workforce has contributed energy and thoughts for the progress of the organization in order to achieve predetermined goals. (Prasetya & Widyani, 2022)

The most important part of building relationships with employees is through the compensation system. Compensation consists of direct cash payments, indirect payments in the form of benefits to each employee, and extras to motivate employees to always work hard to achieve higher productivity where they work. Compensation is everything that workers will get in return for their work. Compensation is all compensation that will be received by an employee as a result of his work in the organization in the form of money or others, in the form of salaries, bonuses, incentives and others such as allowances (Norman et al., 2021).

Compensation is all income in the form of money, material received by employees in return for services that have been provided to the company. With the implementation of compensation, employees are more eager to do the work and responsibilities given by the leadership in the company. By getting a compensation, employees feel that they get an award given by a decent leader (Asir et al., 2022).

The functions and objectives of compensation include the following: (Wahid, 2023)

1. The creation of better human resources. These functions and objectives indicate that compensating employees who excel will encourage or motivate them to do a better job in the future.
2. Encourage stability and better economic growth. The purpose of this function and purpose of compensation will create good growth for the company because from this compensation there will be many positive impacts obtained starting from the bond of cooperation between company owners and employees, job satisfaction, and employee

morale. If the compensation is appropriate, it will create a level of harmony between company owners and employees so that it is easy to achieve the goals of a company.

Mondy (2008) suggests that compensation has two components, namely: (Maulidiyah et al., 2021)

1. Financial compensation, which is the total of all rewards that employees receive in lieu of their services. Financial compensation can be divided into two components: direct financial compensation and indirect financial compensation. Direct financial compensation is the pay a person receives in the form of wages, salaries, commissions or bonuses. Whereas indirect financial compensation is all financial rewards that are not included in direct financial compensation such as benefits.
2. Non-financial compensation is the satisfaction a person receives from the job itself or from the psychological and/or physical environment in which the person works.

### **Compensation in the view of Islam**

In the Islamic view, there is a view that explains that compensation is a collaboration with the intention of Jihad in the way of Allah, as Allah says in QS. Al Hujarat: 15 which reads: (Norman et al., 2021)

إِنَّمَا الْمُؤْمِنُونَ الَّذِينَ آمَنُوا بِاللَّهِ وَرَسُولِهِ ثُمَّ لَمْ يَرْتَابُوا وَجَاهَدُوا بِأَمْوَالِهِمْ وَأَنْفُسِهِمْ فِي سَبِيلِ اللَّهِ أُولَئِكَ هُمُ الصَّادِقُونَ

Meaning: “*Verily, the believers are only those who believe in Allah and His Messenger, then they do not doubt and they strive (jihad) with their wealth and souls in the cause of Allah. They are the true ones*”.

The verse explains that compensation must be in accordance with the employee's contribution and must use the principle of fair compensation. The amount of salary should be sufficient enough to cover the needs of employees (especially taking into account the prevailing standard/cost of living). The amount of reward should be enough for them to buy food, clothing, shelter and transportation. There should be no discrimination in rewarding employees regardless of their gender.

### **Award**

An award is a reward given by the boss or the company after the worker performs his duties and obligations, provides good service and always takes the initiative to take responsibility for the work entrusted to him. The form of an award can be given in the form of nominal, praise, and attention from superiors, even in the form of both. The reward for the award is given for his contribution and this form of appreciation will improve his performance and efforts when working in the future. Awards make a form of reward given by certain parties to their workers. This form of appreciation can be given in the form of financial material, non-financial material, or psychological and even non-material. The usual things in the award are basic salary / basic wage, variable salary, incentives, merit pay (bonuses), career / promotion opportunities, vacations, pensions. (Soebartika & Rindaningsih, 2023)

Appreciation is obtained through the characteristics that become the basis of a person at work or the basic characteristics of an individual who has an attachment to the criteria used as a reference, effective, superior, or excellent work in the workplace. Which becomes the basis of a worker in carrying out his work in accordance with the demands of the job and becomes his responsibility. Thus, these workers must continue to adjust themselves so that they can develop so that they meet the competency standards that are in accordance with their respective fields (Setyo Widodo & Yandi, 2022).

Through this award, job satisfaction will be created where the situation affects the pleasant or unpleasant emotions of workers and they will view the job as it should be. Job satisfaction is a general attitude towards one's job as the difference between the number of rewards workers receive and the number of rewards they believe they should receive. Job satisfaction is a positive attitude of the workforce including feelings and behavior towards their work through an assessment of one of the jobs as a sense of appreciation in achieving one of the important values in the job (Prasetya & Widyani, 2022).

The work results obtained by a worker in completing his duties and obligations can be seen based on the abilities and qualifications that have been measured by the company. A person's work appreciation or achievement is the level of ability and understanding of the work carried out by the company against him. The behavior shown by a worker can be seen in the form of achievement in working in accordance with the responsibilities given to him (Asir et al., 2022).

## **RESEARCH METHOD**

The research used in this study is qualitative research. Qualitative method is research that produces descriptive data in the form of words or spoken from people and observable behavior. Qualitative methods seek to study and describe the meaning of an event of human behavior in a particular situation according to the views of the researchers themselves. The type of research used is field research, namely by understanding a phenomenon in a natural social context by prioritizing the process of indepth communication interaction between the researcher and the phenomenon under study. This research can also be said to be sociological research, which is a careful research conducted by going directly to the field (Sugiyono, 2019).

This research also uses direct observation methods in the field and conducts question and answer sessions with various parties concerned including Mr. Falma as a pharmacist at Gunung Jati Hospital, Mr. Ikhsan as a staff of SMK Cendekia Cirebon, Mr. Taufiq as a retail store employee, and Mr. Asep as an ACA company employee. The results of the interviews will be collected and then recapitulated so that the research results become more structured.

## **RESULT AND DISCUSSION**

### **Research Results**

The results of this study are described as data obtained directly in the field, by conducting observations and interview processes to various parties who can be interviewed so that this research can be carried out. This research includes a process of questioning various workers, both employees and shop employees, where in the process of a worker's performance as adjusted by various things such as through the compensation provided and the awards obtained through the process of worker performance, whether the worker's performance can be said to be good so that he gets the appropriate award through the existing evaluation. In addition, workers will also get a compensation that will bring workers to be more appreciated for their efforts while carrying out their duties while working, because compensation is given to every worker who deserves to be given so that it can make the benchmark work more effective, because the compensation support brings workers to have options in increasing enthusiasm at work.

The performance of a worker can be seen through the role of the superior and even the company in providing various things to its workers, because workers will have difficulty in carrying out their obligations if there is no adequate support from the superior, as well as inadequate facilities that will stop the performance of the workers. The thing

that becomes the benchmark for workers to carry out their activities can be seen based on the extent to which companies, organizations, and even agencies provide job opportunities for workers, and the performance released by these workers will bring progress to various parties. The employer and even the company must be able to support the performance of workers, where the provision of proper facilities such as through facilities and infrastructure will bring the workers to be better at work, besides that the moral support provided by the superiors to the workers will also support the formation of motivation for comfort at work. This motivation will support the workers' mentality in carrying out their activities, because in general the superiors are responsible for various things that occur in the work environment, as well as motivation in accordance with applicable laws, where in basic law number 11 of 2020 and PP no. 35 of 2021 which explains that employment must be in accordance with the rights of workers where workers must get paid in accordance with the results of their work and there must be no fraud that occurs. The law illustrates that workers must get proper wages and benefits as they should, because workers / laborers have the right to receive money or severance pay for the results of their work, the company must also comply with these regulations starting from the distribution of the amount, the compensation provided to the award to appreciate the performance of the workers so that no violations occur in it.

The workers who can be seen based on these different fields certainly have different pay and compensation, it is mentioned that various things such as regulations and vision-mission will affect the performance of workers, because the performance relationship will concern the comfort of the workers while working. Based on the results of interviews with Mr. Ikhsan as financial staff at SMK Cendekia Cirebon as follows:

*“Usually, the performance of the staff here is seen from working hours, for working hours here it is appropriate because working hours are not more than 8 hours per day so it is well calculated and it can make workers comfortable while working”*

Then another interview was obtained from brother taufiq who works at a retail store, which is as follows:

*“There is actually not much comfort in working here because of the long working hours and busy work that makes other workers often complain, usually comfort at work is obtained if you get a monthly bonus.”*

The same thing was mentioned by Mr. falma as a staff pharmacist at Gunung Jati Hospital, which is as follows:

*“I myself actually often do overtime because of the amount of work that must be done so that it makes working hours increase, but even so I get paid accordingly for my work”*

In the interview above, it is explained that the most important comfort for workers is working hours, because the work has so many working hours that it makes workers have to do overtime in order to complete their work according to their duties and responsibilities. The comfort component at work can involve various things, but the working hours factor is what makes workers focus on their duties at work. If workers get job satisfaction, it is certain that these workers will have good performance, as well as workers who do not have satisfaction at work so that from this it will have a negative impact that will occur, the impact that often occurs in the world of work is when workers do not feel comfortable at work so that they make the work neglected and make work productivity decrease, and not many workers leave their jobs due to feeling uncomfortable with the job.

In Welsya Cahyani's research (2019) which states that social support will bring workers to improve their performance, where problems that exist in the workplace can



become serious problems due to poor worker performance, this is due to a lack of social support so that it has the effect of work stress faced so that it can reduce performance (Cahyani & Frianto, 2019).

In the case of existing support where the superior is required to be able to provide support for the work of workers so that workers can work without having to feel burdened, generally the thing that is often provided by superiors is the provision of motivation so that workers become more active at work. This motivation will bring workers to be comfortable, this support can be used in order to create a comfortable work environment. This is in line with research conducted by Arif Rachman Putra (2022) which states that the focus of the organization should be on how to provide a better work environment so that it can maintain a better relationship with employees. A significant relationship exists between organizational work climate and employee commitment to the organization (Putra & Mardikaningsih, 2021). That is what brings workers to have a good work environment, as needed by workers. Then in research conducted by Muliati Badaruddin (2019) which states that the Decision Support System provides decisions for superiors to produce objective decisions, so as to increase the effectiveness of the decisions produced (Badaruddin, 2019). So it can be seen that support and a good work environment can also affect the performance of workers.

Providing other support that can be done by the employer is through the application of compensation that can be given to each worker, because the labor spent must be in accordance with the payment. Compensation can be seen through direct and indirect aspects, because this support can bring workers to be more appreciated for their performance. Direct compensation is in the form of additional salary, bonus wages, commissions, and even incentives. Meanwhile, indirect compensation can be in the form of health insurance, employment insurance, vacation money provided by superiors or companies and even other benefits, from these two things it can be seen that the compensation owned by each worker will support the work itself. As in the results of an interview with Mr. Asep as an ACA employee, which is as follows:

*“In the company I work for, I get compensation in the form of incentives, bonuses, health & employment insurance, from the compensation that makes me more responsible when working, even though sometimes I do overtime but it is worth the pay”*

The provision of compensation aims to build better human resources and make the value of workers more meaningful and can encourage work motivation. The growth of the company or where a person works will encourage better economic growth, the positive value contained in the bond of cooperation between workers and superiors will increase the value of the company itself.

Companies or places where workers can support existing cooperation, providing support based on existing efforts will encourage the motivation of their workers. Based on the results of an interview with Ikhsan's brother where he mentioned that even the employer or agency must be able to provide adequate facilities, namely as follows:

*“Because the task of the staff here is to recap existing data, from finance to student identity, it is necessary to have computerized facilities to technology that supports staff performance, if there is no support from the school, performance will continue to decline.”*

From this, it can be ascertained that the encouragement given to workers will affect their performance, besides that, superiors who have provided facilities in accordance with workers must be able to keep up with the times. This is also related to a conducive work environment because if it is not there, work will become a problem, as conveyed by brother taufiq, as follows:

*“The place where I work is actually not conducive because of the large number of*

*customers who come so that other workers who work not according to their duties become involved in helping with the existing problems.”*

The opinion expressed by brother taufiq explains that a work environment that is not conducive will make it difficult for other workers to carry out their work. However, this is certainly a problem and there is also a solution to the existing problems, such as the manager where brother taufiq works has opened more job vacancies so that the performance of other employees becomes appropriate and efficient. The efforts made by the supervisor and the workplace must be more understanding of the problems that occur and are experienced by their workers, which is what makes the workers become encouraged by the assistance provided and the work becomes even more optimal.

Existing efforts can be adjusted to existing policies because the amount of compensation must be determined based on job analysis and must be fair, this assessment will foster a system of cooperation that provides justice for all parties concerned.

In the theory of compensation described in Islam which explains that it must be given to labor (employees) in return for services that have been carried out (job responsibilities) in a company, where the company has obtained the results of what has been done by labor. In the view of Islam, compensation is included in the muamalah section, namely in the Ju'alah sub-chapter (wage section).

Not only that, compensation in Islam has been widely mentioned in the Qur'an, namely in several letters including At-Taubah verse 105: (Wahid, 2023)

وَقُلْ اَعْمَلُوا فَسَيَرَى اللّٰهُ عَمَلَكُمْ وَرَسُولُهُ وَالْمُؤْمِنُونَ وَسَتُرَدُّونَ اِلٰى عَالَمِ الْغَيْبِ وَ الشَّهَادَةِ  
فَيُنَبِّئُكُمْ بِمَا كُنْتُمْ تَعْمَلُونَ

Meaning: *“Work, and Allah and His Messenger and the believers will see your work, and you will be returned to the One Who knows the unseen and the manifest, and He will tell you what you have done.”*

The verse explains that compensating labor is allowed for the services and energy that have been done. Compensation is an obligation for those who have utilized someone's energy and mind to complete their work duties. And compensation is a right that must be received by someone who has completed his work. Therefore, efforts to encourage motivation at work can be seen through the encouragement of superiors in helping workers when doing their work, providing motivation to existing compensation to help the work take place.

Based on the results of the interview with Mr. Falma, it is stated that the comfort of working can be known as follows:

*“The agency's efforts to employees must be in accordance with the applicable policies because if they are not then it is not in accordance with the provisions in the regulations”*

Therefore, the comfort of working will make the main benchmark for workers in carrying out their activities comfortably and aiming to get productivity at work. The performance of a worker can be seen from several parts through the evaluation process carried out by the supervisor, it is seen from the results of work, knowledge related to, initiative, dexterity, individual mentality, attitude, as well as time discipline and attendance, and can be through the quality of work and timeliness at work.

A compensation and award given by superiors is none other than to give an appreciation in order to bring the performance of workers to be better. Compensation is obtained as the company and superiors assess and evaluate the performance of their workers with various stages and provisions so that these workers can see their performance, if the worker's performance is good then the superiors can give appreciation

in accordance with their services. These assessments can be seen based on what is the reference material, such as the worker's departure time with the worker's attendance time, then whether the worker can obey the rules in the company so that it can be in line with the vision and mission that is owned, another thing is when the achievement of the adjusted work target will run like what, because a good achievement is an achievement that runs effectively and efficiently so that it can be seen the quality of the worker's responsibility when completing the job. The level of productivity where completion according to the target has been explained as the worker will maintain his working hours, so as not to overwork or not reduce working hours. It can be concluded that good performance is an effort made by a worker in order to achieve goals in a company, organization or agency in accordance with the rules that have been applied and with full responsibility.

Of course, workers and superiors must also have a clear commitment as well as their vision and mission because these two things will build the potential of the company in order to increase the existing value, not only that other parties who contribute must also be able to cooperate with existing commitments. As in the research conducted by Anisah Mukti Utami (2022) which states that work commitment is a condition in which an employee sides with a particular organization and its goals and desires to maintain membership in the organization (Utami & Mursito, 2022). Because this will trigger various things that can have an impact on the company.

This is in line with research conducted by Teruna Satya Wibawa (2022) which states that performance is positively influenced by various things, that the more the worker's sense of comfort increases, the more his performance will increase (Supardi & Wibawa, 2022).

Then on the award it is mentioned that the thing that bases that someone can get an award if the worker has worked very well then all parties recognize this, because what becomes the basis that someone can be given an award if the worker has worked as much as possible which makes the company have a plus for his success. As in the results of an interview with brother Ikhsan where he mentioned the following:

*“Not everyone can get an award, because an award is different from compensation, for example if staff get a salary bonus then it is called compensation, but if staff get a regular salary increase then it is called an award.”*

From this it can be seen that awards are only obtained by some workers so that compensation and awards are different. Awards can be seen from various aspects, as in the research of Misbachul Munir (2022) which states that there is awareness and the need for each employee to improve their abilities as a form of self-actualization and responsibility for the work they face (Munir et al., 2022). This explains the role of the organization in career development is important, because appreciation can be seen through the careers of workers.

A worker can be seen as worthy if the attitude of a worker's willingness and willingness to obey and obey the regulatory norms that apply in the environment where he works. Good workers have good discipline so that it will accelerate the goals of the company, while declining discipline will become an obstacle and slow down the achievement of company goals.

This was stated by Mr. Falma, as follows:

*“The efforts made by employees must be consistent, because superiors and the center will assess how we work, if we are not disciplined, we will be labeled bad and unable to obey the applicable consequences”.*

From this it can be seen that superiors can see our performance if the workers have

met the standards of workers according to the applicable SOP. From some of the explanations above, it can be seen that compensation and awards can improve the quality and quality of a worker, then the provision of the two al is closely related to the quality of good performance. If a worker has a good performance, the worker is in accordance with the criteria for receiving compensation and awards that are worthy of his services.

## **Discussion**

Human resource management is defined as a plan that has been prepared in order to realize company goals, this can be seen from material or non-material with the abilities and skills possessed by a worker both working individually and in groups. Human resources can be adjusted to their fields because basically the superiors and the company will adjust the abilities of a worker so that the workers will become more structured. Comfort in the work environment will also affect the mentality and motivation of a worker because these two things will bring workers to be more active when working, of course the targets the company has will also be better and the value the company has will increase. The application of compensation and rewards will encourage workers' performance to be better as explained because the compensation system will make it easier for workers to have positive values and become more productive. Because if the condition of workers who cannot complete the work can make the company ineffective in operating, this is illustrated by the lack of motivation from superiors and the work environment in their activities, so that these various things are needed by workers.

Compensation and appreciation in the view of Islam make workers more responsible so that the appreciators have taken responsibility for their duties and obligations. As the employer provides appropriate payment for the services provided by his workers fairly, therefore compensation and appreciation are things that can be given to everyone if in accordance with applicable provisions and not deviate.

## **CONCLUSION**

The purpose of this study is to find out directly the performance of workers through the compensation system and it will affect the performance of workers, compensation and rewards are able to influence work discipline and compensation is able to affect employee performance. Both of these will improve performance and provide an illustration that to improve employee performance directly can also improve their work discipline.

Then the awards given by superiors and companies to workers are considered fair and adequate, so workers will get comfort while working and will bring improvements because workers have received awards in accordance with their work achievements.

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