

## The performance of sharia banks employee x branch batam through work motivation

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20494887&lokasi=lokal>

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### Abstrak

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There are several affecting factors to the Employees performance. This research aimed to examines the factor that influences work motivation and employees performance. The method was the structural equation model. The results found that leadership style and compensation affect the work motivation, but the variable of work discipline does not have an impact on work motivation. This study also found that work discipline and compensation affect the employees performance, but the leadership style does not have an impact. The Policy implications suggest the chairman to set-up leadership style appropriate to the employees situation, and compensation should be enhanced, awards and penalties apply to increase employees discipline and welfare.