

Influence Organizational Commitment, Work Motivation, and Compensation on the Performance of Bank Syariah Indonesia Employees in the South Sumatra and Bangka Belitung Regions

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Abstract

This study aims to determine: (1) the effect of organizational commitment, work motivation, and compensation on the performance of marketing employees at Bank Syariah Indonesia in the South Sumatra and Bangka Belitung regions; (2) the effect of organizational commitment on the performance of marketing employees; (3) the effect of work motivation on the performance of marketing employees; and (4) the effect of compensation on the performance of marketing employees at Bank Syariah Indonesia in the South Sumatra and Bangka Belitung regions. This research is an associative study. The variables examined in this study include organizational commitment, work motivation, compensation, and employee performance. The population consists of all marketing employees at Bank Syariah Indonesia in the South Sumatra and Bangka Belitung regions, totaling 101 employees. The sampling technique applied was proportionate stratified random sampling. Primary data were collected using questionnaires. The data were analyzed using multiple linear regression. The results indicate that: (1) organizational commitment, work motivation, and compensation have a significant effect on the performance of marketing employees at Bank Syariah Indonesia in the South Sumatra and Bangka Belitung regions; (2) organizational commitment has a significant effect on employee performance; (3) work motivation has a significant effect on employee performance; and (4) compensation has a significant effect on the performance of marketing employees at Bank Syariah Indonesia in the South Sumatra and Bangka Belitung regions.

Keywords: Commitment Organization; Motivation Work; Compensation; Employee Performance

1. Introduction

Source Power human resources (HR) are fundamental elements in every organization, serving as a driving force in achieving goals and organizational success. In the era of increasing globalization and competition, the availability of high-quality human resources is crucial to achieving a superior competitive advantage for an organization. In the context of a modern organization, Human Resources is no longer viewed as a secondary factor in production, but

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rather as a strategic asset that plays a vital role in determining an organization's direction and achievement of an organization. The success of an organization is highly dependent on its capabilities, resources, and power to manage and optimize its potential. Without competent and qualified Human Resources, various sources of other powers, such as technology, sophisticated systems, large capital, and modern systems, cannot be utilized optimally. Human Resources are not only responsible for executing operational tasks, but also play a role in strategic decision-making and creating innovations that can drive the organization's sustainable growth.

Employee Performance is one of the problems that needs to be addressed to gain attention from management at Power Human. Employee performance is considered very important for an organization. Not infrequently, an organization's success depends on its performance. According to [Mangkunegara \(2016\)](#), performance (achievements) refers to the results achieved by an employee in carrying out their job, as measured by the quality and quantity of the work they produce. [Cashmere \(2019\)](#) put forward factors that influence performance among others, factors that influence performance including a) Ability and expertise, b) Knowledge, 3) Design work, 4) Personality, 5) Motivation work, 6) Leadership, 7) Leadership style, 8) Culture organization, 9) Satisfaction work, 10) Environment work, 11) Loyalty, 12) Commitment, and 13) Discipline Work. Optimal individual performance will impact the achievement of organizational goals, both in business and non-business organizations (Nugraha, 2020).

Performance improvement is inseparable from the organizational commitment of human resources; when employee commitment is high, it encourages the achievement of organizational goals. Organizational commitment refers to the level of emotional, psychological, and social attachment an employee has to the organization they work for. This commitment describes the extent to which an employee feels bound to and is loyal to the organization's values and goals. In an organization, strong employee commitment will significantly improve performance by increasing motivation, job satisfaction, and involvement in organizational tasks. According to [Kasmir \(2019\)](#), organizational commitment is a measure of employee willingness to stay with a company in the future. Commitment often reflects employees' belief in the organization's mission and goals, their willingness to make the effort to complete work, and their desire to continue working there.

Work motivation is another important factor influencing employee performance. According to [Kasmir \(2019\)](#), work motivation is what drives, channels, and supports human behavior, enabling people to work hard and enthusiastically to achieve optimal results. This refers to mental processes, such as cognitive processes (reason) or affective processes (feelings). Specifically, motivation is included in the mental process or symptoms of the conation soul, which means a person's will or desire. Thus, motivation can be defined as the mental process of someone who has the will or desire to do something. Strong motivation leads to good performance. Work motivation is something that drives someone (whether originating within or outside a person), so that a person will have high enthusiasm, desire, and will, and will make the greatest contribution to achieving common goals. On the other hand, compensation (rewards), both financial and non-financial, aims to encourage and recognize individual and team achievements in meeting company targets. Implementing an effective compensation system not only motivates employees to achieve optimal performance but can also boost morale and reduce turnover.

Several previous studies have revealed the influence of organizational commitment on employee performance, including research by [Masydzulhak , Ali, and Anggraeni \(2016\)](#), and

[Suwondo and Sutanto \(2015\)](#), which stated that organizational commitment has a positive influence on improving employee performance. This research shows that employees with high commitment tend to perform better. Meanwhile, other studies have revealed that motivation also influences employee performance. Research conducted by Nasrul et al. (2021), Syahputra and Sugiono (2022), and Ilham et al. (2023) found that motivation has a positive and significant effect on improving employee performance. Furthermore, performance improvement is influenced by employees' compensation. This has been revealed in research conducted by Nasrul et al. (2021) and Ilham et al. (2023), which found that compensation has a positive and significant effect on employee performance.

In an increasingly competitive era of globalization, organizations face significant challenges in retaining and improving employee performance, including in the banking sector. Bank Syariah Indonesia (BSI) is one of the banking institutions in Indonesia that operates its services based on Islamic Sharia principles. With rapid growth and increasing market potential for Islamic finance, improving employee performance is crucial to BSI's continued growth and development, strengthening its position in the increasingly competitive banking industry.

The object of this research is Bank Syariah Indonesia (BSI) in the South Sumatra and Bangka Belitung regions. BSI implements the AKHLAK values (Trustworthy, Competent, Harmonious, Loyal, Adaptive, and Collaborative) as the foundation of its work culture, guiding the behavior of all employees. These values not only reflect the Sharia principles that underpin the bank's operations but also foster commitment and a professional and ethical work environment.

In the BSI South Sumatra and Bangka Belitung Region, several branches experienced rapid increases in sales performance, but others failed to meet performance targets. Preliminary data shows the performance of various Bank Syariah Indonesia (BSI) branches in the South Sumatra and Bangka Belitung regions. The data reveals significant variation across branches in target achievement and annual growth. Some branches, such as the Palembang Demang Branch Office and the Tugu Mulyo 1 Branch Office, achieved excellent target performance, exceeding 100% of the set target. However, several other branches, such as the Kayu Agung Branch Office and the Sekayu Branch Office, appeared to struggle to achieve their targets, with performance below 90%. This indicates a performance disparity between branches.

Another phenomenon of declining performance is variation in quantity. Inconsistent annual growth. For example, the Muara Enim branch office recorded an annual growth rate of 68.59%, while several other branches, such as the Sungai Liat Town Square branch, showed relatively low growth or even stagnation. This disparity could indicate differences in internal and external factors influencing the decline in branch performance, such as organizational commitment, employee motivation, or the effectiveness of the compensation system implemented at each location.

In addition to quantity issues, there are also serious issues with quality, punctuality, attendance, and teamwork indicators at several BSI branches in South Sumatra and Bangka Belitung. In terms of quality, customer service often falls short of expected standards. This is reflected in the high number of customer complaints, including errors in customer data entry and slow administrative processes. Punctuality indicators indicate that many employees struggle to complete their tasks on schedule, ultimately disrupting work efficiency. Employee attendance is also a significant challenge, with high absenteeism at several branches. This absence not only increases the workload of other employees but also impacts the quality of customer service.

Furthermore, the lack of harmonious teamwork results in frequent conflicts among marketing team members. negative impact on achieving the company's targets overall.

Declining performance Sales that occurred in the BSI South Sumatra and Bangka Belitung regions were also caused by the existence of increased sales targets by 50% each year , but this was not balanced by the addition of marketing employees. This results in an increased workload for each employee. High workload demands can cause work stress, employee conflict, and misaligned compensation, leading to decreased employee commitment. This commitment phenomenon is evident in declining employee productivity across several branches, a lack of initiative and participation in their respective job descriptions, and a high rate of employee transfers. This decline in commitment can also be caused by a lack of support from superiors, a lack of career development opportunities, or job stagnation, ultimately leading to decreased employee motivation.

Affective commitment among BSI employees in the South Sumatra and Bangka Belitung regions appears weak, as evidenced by low organizational belonging. Employees exhibit apathy and lack enthusiasm in carrying out daily tasks. For example, many employees prefer to complete tasks as they see fit without putting in the extra effort to achieve optimal results. Continuance commitment is also a serious issue, with some employees appearing to prioritize job opportunities elsewhere that offer higher compensation. This is driven by rational considerations regarding the benefits and drawbacks of remaining with their current company. Conversely, employees who remain often do so solely due to a lack of alternative employment options. Normative commitment is also indicated to be weak. Many employees feel that loyalty to the company is no longer a moral responsibility. This is reflected in the low level of employee initiative to contribute to activities outside their primary duties, such as participating in self-development training or providing constructive input to improve work systems.

The motivational phenomenon observed was a lack of motivation among some employees to achieve established performance targets. Branches with low performance faced obstacles in motivating employees or received insufficient support from central management. Despite monthly monitoring of performance targets by management, it appeared that this had not optimally improved employee motivation. This lack of employee motivation was evident in their failure to hold themselves accountable for achieving their respective sales targets, as well as in early breaks and early departures.

Furthermore, the company's rewards for employees are perceived as inadequate, both in the form of verbal and material recognition. The workload is often not tailored to individual abilities, leading to feelings of stress and frustration. Career development opportunities are also minimal, leaving employees feeling stagnant in their roles. Salaries are not commensurate with the workload, which continues to increase annually. Company policies are often perceived as burdensome to employees, particularly those related to inflexible work schedules. Furthermore, working relationships between employees in several branches are found to be inharmonious, marked by frequent interpersonal conflicts. A less-than-conducive work environment, such as inadequate office facilities, also contributes to decreased work morale. Supervision by superiors is less than optimal in providing direction and motivation, resulting in employees feeling under-supported in achieving work targets. Meanwhile, the compensation phenomenon that occurs is closely related to a decrease in commitment and motivation, namely, the mismatch between compensation and rewards received and the demands of a high workload. Issues related to salaries are one of the main complaints of employees at several BSI branches in South Sumatra

and Bangka Belitung. The salaries received are considered not to reflect the increasing workload and responsibilities they carry. In addition, bonuses are often given late or not in accordance with the initial agreement, thus causing disappointment among employees.

Incentives are also unevenly distributed, with some branches receiving higher incentives than others, despite similar target achievement levels. Benefits provided, such as health insurance and annual leave, are perceived as insufficient to meet employee needs. Work facilities, such as operational vehicles and office equipment, are often not in optimal condition, hindering employee work efficiency. This causes employees to feel underappreciated by the organization, indirectly reducing motivation and commitment, which in turn leads to decreased employee productivity. These three factors ultimately lead to a decline in overall sales performance. Based on the above phenomena, research is needed to analyze the influence of organizational commitment, work motivation, and compensation on the performance of marketing employees at Bank Syariah Indonesia (BSI) in the South Sumatra and Bangka Belitung regions.

2. Review Literature

The influence of organizational commitment, motivation, and compensation on the performance of BSI marketing employees in the South Sumatra and Bangka Belitung regions. [Kasmir \(2019\)](#) put forward factors that influence performance among others, factors that influence performance including a) Ability and expertise, b) Knowledge, 3) Design work, 4) Personality, 5) Work Motivation, 6) Leadership, 7) Leadership style, 8) Culture organization, 9) Satisfaction work, 10) Environment work, 11) Loyalty, 12) Commitment, and 13) Discipline Work. This is supported by the research of Pangestu and Masman (2023), which showed that compensation and work motivation simultaneously positively influence employee performance. Fair compensation can increase work motivation, ultimately boosting employee productivity. The results of simultaneous tests indicate that both compensation and work motivation significantly influence employee performance across various industrial sectors. However, employee commitment, motivation, and compensation do not always have a significant influence on performance improvement. Based on the monthly performance report for BSI Palembang Area marketing employees, sales performance met the company's target in several branches, but was low in others, as indicated by uneven annual growth values across branches. This indicates the need for analysis to determine the influence of the company's implemented employee commitment, motivation, and compensation on employee performance.

The influence of organizational commitment on the performance of BSI marketing employees in the South Sumatra and Bangka Belitung regions. Organizational commitment is a person's relative identification and involvement with the organization, marked by a strong attachment. Organizational commitment is the desire of organizational members to remain members of the organization and to strive hard to achieve organizational goals. This definition shows that organizational commitment has a broader meaning than mere passive loyalty, involving interactive relationships and employees' desire to make meaningful contributions to the organization. Organizational management requires better relationships and the desire of employees, namely, mutual love for employees who are willing to work and have a high organizational commitment. Several studies show that organizational commitment significantly influences performance. Research conducted by Masydzulhak et al. (2016) and Suwondo and Sutanto (2015) revealed that organizational commitment positively affects performance. This indicates that employees with a high level of commitment to the organization tend to achieve optimal performance. In this case, the phenomenon observed at BSI in the South Sumatra and

Bangka Belitung regions, where several branches failed to meet targets, could be due to employee commitment factors. One of the main issues is low affective commitment, in which employees do not feel emotionally connected to the organization, leading to a lack of enthusiasm and motivation in their work. Decreased commitment can be linked to a lack of recognition for employee accomplishments, a mismatch between compensation and job demands, and poor communication between team members. High work demands lead to work stress, conflict, and physical and emotional discomfort, which can leave employees feeling uncomfortable or unappreciated, leading to a decline in their commitment to the organization. This lack of commitment leads to decreased productivity and work quality. Therefore, efforts are needed to maintain high employee commitment, which will contribute to organizational performance.

The influence of motivation on the performance of BSI marketing employees in the South Sumatra and Bangka Belitung regions. Motivation plays a key role in driving employee behavior, so the higher an employee's motivation, the higher the performance they will deliver in supporting the achievement of organizational goals. [Hasibuan \(2007\)](#) Explains that motivation is the driving force that creates excitement for work. This motivates people to work effectively and in an integrated way to achieve satisfaction and purpose within an organization, ultimately increasing performance. This can be seen from a number of studies that Nasrul, Irawati, and Ratnawati (2021), Syahputra and Sugiono (2022), and Ilham et al (2023) find that motivation is an influential, positive, and significant factor to the performance of employees. At BSI South Sumatra and Bangka Belitung, sales target achievement was uneven across branches. This could be due to a lack of employee motivation in carrying out their job descriptions, resulting in unmet sales targets.

The influence of compensation on the performance of BSI marketing employees in the South Sumatra and Bangka Belitung regions. According to Sinambela (2016), compensation is a reward or remuneration given by an organization to employees for their contributions to the advancement of the organization in order to achieve the stated goals. Compensation is an important tool for improving employee performance. Success in determining appropriate compensation will determine the quality of human resources in their work, which will be directly related to the effectiveness of employee goals and the efficiency of the organization's budget, and will determine the organization's survival. Appropriate compensation that aligns with both employee desires and company capabilities can foster a healthy, cooperative relationship that advances company performance. Compensation is not only financial in nature such as salary and bonuses, but also includes non-financial rewards such as recognition, career development opportunities, and welfare guarantees. Adequate compensation will affect employees' performance. When compensation does not match employee expectations, what occurs is a subtle rejection of work to a strong rejection through demonstrations. In general, compensation is often found in organizations with relatively low employee compensation, high workloads, and low overtime pay. This can be seen in several studies, such as [Nasrul, et al. \(2021\)](#), and [Ilham et al. \(2023\)](#), which found that compensation has a positive and significant effect on employee performance. At BSI in the South Sumatra and Bangka Belitung regions, sales targets increase by 50% each year, but the number of marketing employees does not increase. This results in an increased workload for each employee with fixed compensation. This becomes an obstacle because the compensation received does not match the workload that each marketing employee must fulfill, thus affecting marketing performance . Therefore, an

analysis is necessary to determine the effect of compensation on the performance of BSI marketing employees in the South Sumatra and Bangka Belitung regions.

3. Research Methods

The object of this study is to examine three main variables: employee commitment, motivation, compensation, and employee performance. The subjects of this study were all BSI Consumer Marketing employees in the South Sumatra and Bangka Belitung regions, totaling 126 people, including organic and non-organic employees. The research design used in this study is quantitative, with a descriptive approach. The independent variable in this study is performance, measured by indicators of quantity, quality, and time. The dependent variables of this study are organizational commitment, work motivation, and compensation. The indicators of organizational commitment are affective commitment, continuance commitment, and normative commitment. The indicators of work motivation are the needs for achievement, affiliation, and power. The indicators of compensation are salary, bonuses, and allowances. The population used in this study was all BSI marketing employees in the South Sumatra and Bangka Belitung regions, totaling 126 people, including organic and non-organic employees. The number of samples based on the Slovin formula was 101 respondents and the sampling technique used was cluster random sampling with the number of samples divided into each branch office. The data collection technique used a Likert-scale questionnaire. The analysis model used was a multiple linear regression model.

4. Results and Discussion

Following results analysis, multiple regression.

Table 1. Regression Multiple

Model		Unstandardized		Standardized	t	Sig.
		Coefficients		Coefficients		
		B	Std. Error	Beta		
1	(Constant)	4,245	2,864		1,482	,141
	Organizational Committee	,212	,094	,214	2,262	,026
	Work motivation	,222	,100	,211	2,217	,029
	Compensation	,265	,103	,238	2,557	,012

Based on the data processing results above, the regression function estimate is obtained as follows:

$$Y = 4.245 + 0.212 X_1 + 0.222 X_2 + 0.265 X_3$$

Based on the results of the multiple linear regression test equation above, it can be concluded as follows: (a) the constant value of 4.245 which means the performance of Bank Syariah Indonesia employees in the South Sumatra and Bangka Belitung regions remains even without organizational commitment, work motivation, and commitment, then the value of performance is 4.245; (b) the organizational commitment variable has a coefficient value of 0.212 which means the organizational commitment variable shows a positive relationship to employee performance. When the organizational commitment variable increases by 1%, it will increase performance by 21.2%, assuming other variables remain constant; (c) The performance motivation coefficient value is 0.222, which means the performance motivation variable shows a positive relationship to employee performance. When the performance motivation variable

increases by 1%, it will increase performance by 22.2%, assuming other variables remain constant; (d) The compensation coefficient value is 0.265, which means the compensation variable shows a positive relationship to employee performance. When the compensation variable increases by 1%, it will increase performance by 26.5%, assuming other variables remain constant.

F Test. F-statistic test done for the known feasibility of a model's equality in measuring variables independent in a way that is influential on variables dependent. The results of data processing is shown in Table 2 below. This:

Table 2. F Test

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	496,738	3	165,579	8,779	,000 ^b
	Residual	1829,420	97	18,860		
	Total	2326,158	100			

Based on the data obtained, F-value count 8.779 or Sig (0.000) < 5 %, then H₀ rejected which means commitment organization (X1), motivation Work (X2) and Compensation (X3) in together can influence the Employee Performance variable (Y) of Bank Syariah Indonesia in the South Sumatra and Bangka Belitung Provinces.

Partial t-test. The statistical t-test is often called a significance test. The t-test was performed To see the influence of independent variables on dependent variables. The results of data processing is shown in Table 3 below.

Table 3. t-test

	Model	T	Sig.
1	(Constant)	1,482	,141
	Organizational Committee	2,262	,026
	Motivation Work	2,217	,029
	Compensation	2,557	,012

Based on the results, the multiple linear regression yielded a t-statistic for variables commitment organization of 2.262, which is greater than the t-table value (Sig.). 0.026 < 5%, then H₀ rejected, and Ha accepted, which means the commitment organization is influential and significant towards Bank Syariah Indonesia in the provinces of South Sumatra and Bangka Belitung. Variables motivation Work have t-statistic values as large as 2.217, which is greater than the t-table value, or Sig. 0.029 < 5 %, then rejected and accepted, which means motivation, Work, is influential and significant to performance, Bank Syariah Indonesia employees in the South Sumatra and Bangka Belitung Provinces. Variable compensation have t- statistic value as big as 2.557 > t- table or Sig. 0.012 < 5 %, then rejected and accepted, which means motivation Work is influential and significant to performance Bank Syariah Indonesia employees in the South Sumatra and Bangka Belitung Provinces

R² (Coefficient Determination). Coefficient test determination: To measure how much the independent variables can influence the dependent variables.

Table 4. Coefficients Determination

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,798	,680	,683	6.34281

Based on the multiple linear regression test results obtained results from the model summary the adjusted R-Square value is 0.683, which means variables commitment organization (X1), motivation work (X2) and compensation (X3) have influence to performance employees (Y) amounted to 68.3 % while 31.7% is influenced by variables outside the model that is not including in the study This

Influence Organizational Commitment , Motivation Work and Compensation in a way together on the Performance of Bank Syariah Indonesia Employees in the Provinces of South Sumatra and Bangka Belitung. Based on the results, testing environment work (X1), discipline work (X2), and compensation (X3) together significantly influence the performance of employees (Y) of Bank Syariah Indonesia in the South Sumatra and Bangka Belitung Provinces. Research results show that variables such as commitment to the organization, motivation at work, and compensation influence employee performance. These factors include compensation, which aligns with personal and family needs, thereby motivating employees to work more actively and concentrate on their work. According to [Hasibuan \(2007\)](#), **policy compensation, size, arrangement, and timing of payment can motivate employees to achieve optimal performance, thereby helping Indonesian Islamic banks achieve their targets.** Motivated work is very important in any organization, because with high motivation, an organization can reach its objectives through the work program being carried out. Description of variable data performance employee: 4 respondents were very dissatisfied and agreed with the statement items Y1.1 and Y1.2, whereas 2 respondents disagreed with the question item Y1.6. Employee No. Inspect return results; work that has been completed. Because the employee feels the results of the work done are already in line with the organization's expectations. Employees should inspect repeat return results work that has been completed to be more efficient, so that can achieve goals that have been determined by the organization . This is because some employees cannot set a method to effectively carry out their jobs when they are constrained from performing their duties. If employees follow the rules and procedures that exist in the organization, employees can work together to achieve the objectives of the organization.

The Influence of Organizational Commitment on the Performance of Bank Syariah Indonesia Employees in the Provinces of South Sumatra and Bangka Belitung. The study results show that organizational commitment has a significant effect on the performance of Bank Syariah Indonesia employees in the Provinces of South Sumatra and Bangka Belitung. Organizational commitment has a broader meaning than just passive loyalty, but involves interactive relationships and the desire of employees to make a meaningful contribution to the organization. In organizational management, better relationships and the desire of employees are needed, namely, loving each other, employees who are willing to work, and have a high organizational commitment. The description of the organizational commitment variable found 2 respondents who strongly disagreed and 3 respondents disagreed with the statement that employees stayed because of financial/non-financial benefits that were difficult to obtain

elsewhere. This indicates that employees feel there is more they get than just financial/non-financial benefits so they make them stay [Masydzulhak, Ali and Anggraeni \(2016\)](#), and [Suwondo and Sutanto \(2015\)](#).

Influence Motivation Work On the Performance of Bank Syariah Indonesia Employees in the Provinces of South Sumatra and Bangka Belitung. Based on the analysis, it is known that motivation has a positive and significant effect on employee performance in Bank Syariah Indonesia employees in the Provinces of South Sumatra and Bangka Belitung. These results indicate that if motivation increases, it will be followed by an increase in performance, and conversely, if motivation decreases, it will be followed by a decrease in performance. These results are in line with [Kasmir's theory \(2019\)](#), which states that factors that influence employee performance include compensation, communication, competence, corporate culture, motivation, leaders and leadership, and systems/procedures. This explains that the results of the study proving the influence of motivation on performance are theoretically proven. These results are supported by previous research conducted by [Nasrul, Irawati, and Ratnawati \(2021\)](#), [Syahputra and Sugiono \(2022\)](#), and [Ilham, Lantara, and Arfah \(2023\)](#) demonstrated that motivation has a positive and significant impact on employee performance. Six respondents strongly disagreed with the statement that building good relationships with coworkers is more important than individual achievement, while 0 respondents disagreed. Employees remain because of financial/non-financial benefits that are difficult to obtain elsewhere. Work motivation can be considered a strategic variable that requires management attention. Efforts to improve work motivation can be made through providing fair rewards, career development, and creating a conducive work environment. Furthermore, providing opportunities for employees to participate in decision-making. If work motivation continues to be improved sustainably, it is expected to have a positive impact on achieving overall organizational goals.

Influence Compensation On the performance of Bank Syariah Indonesia employees in the South Sumatra and Bangka Belitung Provinces. Based on results study show compensation influential significant to performance Bank Syariah Indonesia employees in the South Sumatra and Bangka Belitung Provinces. These results show that with policy giving appropriate compensation received by employees will increase performance employee Bank Syariah Indonesia employees in the South Sumatra and Bangka Belitung Provinces. In addition, employees will also avoided from influence union workers and finally only concentrate on his work just here can seen that with giving more compensation appropriate and accepted by employees Because in accordance with expended energy and abilities as well as value Work hard employee, then employee will more behave professional with Work in a way be serious and do it various efforts to be able to reach results more work Good so that its performance Can more increased. With better performance Good Of course will increase achievements that must be achieved achieved in plan strategic that has been determined by Bank Syariah Indonesia for the Provinces of South Sumatra and Bangka Belitung. Compensation also includes existence relationship of a nature professional where one of objective main employee Work that is For get reward For sufficient various need everyday. Therefore that, giving compensation or ongoing rewards will give the enthusiasm and sense of satisfaction felt employee, thing This will make employee try Work optimally and achieve performance work, so that can concluded when giving compensation Already done in a way fair or Already given in accordance with burden work performed by employees will impact on increasing performance Work Employees of Bank Syariah Indonesia in the provinces of South Sumatra and Bangka Belitung. Description variables compensation obtained results that show There were 6 respondents who strongly

disagreed agree with adjustment wages annual at BSI already adequate in accordance burden work , incentive programs based performance at BSI is fair , non- financial incentives (such as awards) at BSI means for employees , policies leave annual at BSI already Enough For need rest , the allowance given by BSI has been in accordance with need family and I . Compensation is factors that can influence performance employee , when compensation received employee has fulfil need daily life and the facilities provided can support activities carried out employee , then will provide a sense of satisfaction to employees , so that employee can operate his duties with enthusiasm and effort reach performance work to be done make things easier organization in finish strategic plan that has been set , so that No There is plans in the year previously not yet completed .

5. Conclusion

Based on the results of the research and discussion, the following conclusions can be drawn : There is an influence of Organizational Commitment , Motivation Work and Compensation in a way together on the Performance of Bank Syariah Indonesia Employees in the South Sumatra and Bangka Belitung Regions. The management organization as manager Human Resources , it is expected can maintain and improve environment Work For support work employee like give comfort and certainty in form financial /non- financial so that can increase loyalty in the future naturally will beneficial for the organization. Management organization as manager Human Resources , for more pay attention to rewards and punishments work . So that you can give encouragement in carrying out work. Management organization as manager Human Resources , compensation that has been given to employee must maintained , if allows need improved , and if There is additional overtime hours so given appropriate incentives with burden work , so that employee will feel satisfied on results work and can reach better performance Good Again .

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