

Chapter 4

CLOSING

4.1 Conclusion

Research conducted on 150 respondents who are Witel Telkom Jakarta Utara employees resulted in research analysis from which the following conclusions can be drawn:

1. Compensation (X) Influences Employee Performance (Y), **H1 Accepted.**
2. Work Stress (Z) Influences Employee Performance (Y), **H2 Accepted.**
3. Compensation (X) Influences Work Stress (Z), **H3 Accepted.**
4. Work Stress (Z) Mediate the influence of Compensation (X) on Employee Performance (Y), **H4 Accepted.**

4.2 Recommendation

Enhancing Compensation Strategies

Since compensation has a direct impact on employee performance (H1 accepted), organizations should implement competitive and fair compensation systems. This includes salary adjustments, performance-based incentives, and benefits that align with industry standards to boost employee motivation and retention.

Managing Work Stress Effectively

Given that work stress influences employee performance (H2 accepted), companies should develop stress management programs. Providing a balanced

workload, promoting a healthy work environment, and implementing wellness programs can help employees manage stress levels, ensuring sustained productivity.

Optimizing Compensation to Reduce Work Stress

Since compensation also influences work stress (H3 accepted), organizations should ensure that employees feel adequately rewarded for their efforts. Offering financial stability and clear career progression paths can help minimize workplace stress and enhance job satisfaction.

Leveraging Work Stress as a Mediator

With work stress mediating the relationship between compensation and employee performance (H4 accepted), companies should find ways to utilize positive stress (eustress) while minimizing negative stress (distress). Encouraging challenges that drive personal and professional growth while providing support systems can lead to improved performance outcomes.