

**ANALYSIS FACTORS THAT AFFECTING JOB PERFORMANCE OF
FERRY SHIPPING COMPANY TRANSPORTATION FROM BATAM TO
SINGAPORE**

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Abstract

The development of Batam City has improved due to its strategic geographic location as the location is near to Singapore and Malaysia. Most of the tourists that come to Batam City are mostly from Singapore. Because of this situation, many of the ferry transportation companies provide travel routes from Batam to Singapore, and Batam to Malaysia.

The research sample was taken by questionnaire and distributed to employees of passenger ship transportation companies in Batam City and supported by several factors, namely salary, rewards and incentives, indirect compensation, training and development, recruitment and selection, work environment, performance assessment that can improve employee performance. Sample measuring from this research by giving questionnaire to 280 employee from ferry shipping company. Then returned questionnaire will be processed by application call SPSS.

The hypothesis results in this study, independent variables are impacting significantly to the dependent variable.

KeyWords: *salary, rewards and incentives, indirect compensation, training and development, recruitment and selection, working environment, performance appraisal.*