

ABSTRACT

One of the company's concern to the employees is by implementing strategy of compensation in the form of remuneration, this is done in order to boost the performance of their employees. The purpose of this research is to determine how much effect of remuneration system on employee performance in Sub Directorate of Human Resource Department PT. Pos Indonesia (Persero) Bandung. Human resources management is human resource management activities in organizations that have an important role in achieving corporate goals. Rewards that the company given has a direct impact on employee's well-being and performance.

Collecting data in this study conducted by distributing questionnaires to 93 respondents which is the whole number of the population. The research method in this study are included in the quantitative study with descriptive type and causal. The data analysis technique used is descriptive analysis and simple linear regression.

From the results of research and analysis, obtained an average percentage of 70.3% of remuneration systems which included as high category and the percentage of the employee's performance of 73% included in the high category. Remuneration system has an effect on employee performance in Sub Directorate of Human Resource Department PT. Pos Indonesia (Persero) Bandung by 22.7% and the remaining 77.3% is influenced by other factors outside of remuneration which are not examined in this study. Based on the research results, it is necessary to do a research that examines other factors that can affect employee performance such as motivation, leadership, organizational culture and others because of variable remuneration affect only 22.7%.

Keywords: remuneration, employee performance