

ABSTRACT

This study was conducted to determine the effect of compensation on employee performance studies on employees of PT. Sate Taichan "Fried" Jakarta Branch. The purpose of this research is to know and analyze how the compensation on employees of PT. Sate Taichan "Goreng" Jakarta Branch, how the performance of employees at employees of PT. Sate Taichan "Goreng" Jakarta Branch, and the magnitude of the effect of compensation partially on the performance of employees at PT. Sate Taichan "Goreng" Jakarta Branch.

This study uses quantitative method with descriptive and causal research type. Sampling was done by nonprobability sampling method, with 41 respondents. Data analysis technique used is descriptive analysis, normality test, heteroskedastisitas test, partial test (t test), and simple regression analysis.

Based on the results of hypothetical pengujian partially (t test), compensation has a significant and positive impact on employee performance at PT. Sate Taichan "Goreng" Jakarta Branch. This is evidenced by $t_{count} > t_{table}$ ($4,207 > 0,559$). Based on the coefficient of determination obtained that the compensation effect of 31.2% on employee performance while the remaining 68.8% is explained by other factors not examined in this study.

The conclusion of this study, the compensation effect on employee performance on employees of PT. Sate Taichan "Goreng" Jakarta Branch goes into the "good" category, but there are some items that need to be repaired like salary which is suitable with the workload of the employee and the quantity of work given by the company not yet according to the employee's ability.

Keywords : Compensation, Employee Performance, Sate Taichan "Goreng" Jakarta Branch