

**Abstract**

*This research was conducted to determine the effect of financial compensation and non-financial compensation on the work productivity of outsourcing in Regional III Telkom Integrated operation center (IOC) West Java. The purpose of this study was to determine the effect of simultaneous and partial Financial Compensation and Non-Financial Compensation on outsourcing Work Productivity in Regional III Telkom Integrated operation center (IOC) West Java.*

*This study uses quantitative methods, this type of research is descriptive and causal with a population of 90 respondents and data analysis techniques using descriptive analysis methods, and multiple linear regression analysis.*

*Based on the results of the analysis show that Financial Compensation (X1) has a partial effect on Employee Productivity (Y), Non-Financial Compensation (X2) has a partial effect on Employee Work Productivity (Y), and Financial Compensation (X1) and Non-Financial Compensation (X2 ) simultaneously have a significant effect on Employee Productivity at IOC Regional III West Java with a value of 70.2% to 83.4% with a high category.*

*Conclusion of this study, financial and non-financial compensation have a significant effect on employee productivity at the IOC Regional III Telkom West Java.*

**Keywords:** *Financial Compensation, Non-Financial Compensation, and Productivity*