

## **ABSTRACT**

*TPA Telkom University employees perceive that there is no equal distribution in the workload provided by Telkom University so that the work results of employees are not optimal. Competencies possessed by TPA employees are quite in accordance with the workload provided but there are still employees who do not have competencies that are in accordance with the workload provided. Compensation provided has tested the criteria established by regulations owned by Telkom University but not all TPA employees have the same opportunity to get a promotion. These three aspects have an impact on the performance of employees who experience a decrease in work assessment.*

*This study aims to determine how perceptions of workload, competence, compensation and employee performance and to determine the effect of perceptions of workload on employee performance, the effect of competence on employee performance, the effect of compensation on employee performance and determine the effect of perception of workload, competence, compensation on performance Telkom University employees.*

*The research method used is descriptive verification. Data collection was carried out by distributing questionnaires with a sample of 79 employees with probability sampling techniques with the type of simple random sampling.*

*The measuring instrument used is the validity and reliability test while the analysis technique used to test the variables studied is using multiple linear regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing which is processed using IBM SPSS Statistics ver. 20*

*The value of the coefficient of determination of the perception of workload on employee performance obtained by 65.93%, the value of the coefficient of determination of competence to the performance of employees obtained by 64.16%, the value of the coefficient of determination of compensation to the performance of employees obtained by 53.87% and the value of the coefficient of determination simultaneously that is equal to 69.2%.*

*Keywords: Workload Perception, Competence, Compensation and Employee Performance.*