

ABSTRACT

Human resources is an asset for companies that will carry out their duties and responsibilities and develop new ideas in the face of market competition. Employee performance can be measured by the results of his work, employees can improve the ability and quality of work.

This research was conducted at PT. Infomedia Solutions Humanika Bandung Inbound Call Center Division, uses two variable. Compensation as an independent variable and employee performance as the dependent variable. The purpose of this research was to determine how the effect of compensation on the performance of employees PT. Infomedia Solutions Humanika Bandung Inbound Call Center Division.

The method used in this research is a quantitative method using 200 respondents as research samples, the sampling technique used is saturated probability sampling. The questionnaire used in this research amounted to 22 questions using a Likert scale measurement of 4. The type of investigation analysis is causal. Analysis of the data used is descriptive analysis, classic assumption test, simple linear regression, coefficient of determination, and hypothesis testing (t test).

Data processing results show that compensation and employee performance are included in the high category. Compensation has a significant positive effect on the performance of employees of PT. Infomedia Bandung Humanika Solutions Inbound Call Center Division. Obtaining these results is proven that H1 was accepted. Testing the coefficient of determination shows that compensation has an influence of 62.2% on employee performance, while 37.8% is influenced by other variables not explained in this study.

From the results of this research can be used as input for PT. Infomedia Solutions Humanika Bandung Inbound Call Center Division to pay attention to employee performance so that the compensation provided can be balanced with the workload and work results of employees provided to the company.

Keywords : compensation, employee performance