

ABSTRACT

BJB Bank Bandung Main Branch is one of the companies in the banking sector owned by the Regional Government of West Java. Main Branch's workload is bigger than another Branch. In achieving the best performance, companies need to manage human resources well. Compensation is one factor that affects the performance of human resources. This study conducted a study of a compensation on employee's performance at BJB Bank Bandung Main Branch.

This research was conducted to determine the level of employee compensation, the level of employee performance, and the effect of the level of compensation on the performance of employees of Bank BJB Main Branch Bandung.

The research method uses quantitative methods. The data collection method was carried out through distributing questionnaires to 189 respondents as a sample and population. Data processing in this study uses SPSS 22 software. In explaining the results of the study, data analysis techniques use descriptive analysis, simple linear analysis, and classic assumption test.

The results of the data processing by using descriptive analysis show that the level of compensation of BJB Bank Bandung Branch employees is included in the high category. Furthermore, the level of performance of employees of Bandung Main Branch BJB Bank is included in the high category. Regression linear test results show that compensation has a significant positive effect on employee performance. The effect of employee compensation on the performance of employees of Bandung Main Branch BJB Bank is 27.5%.

BJB Bank Bandung Main Branch need to do something to improve compensation. The things that need to improve among them are pay more attention to employee's salaries and employee's workload.

Keywords: compensation, employee performance, simple linear analysis, classic assumption test