

## **ABSTRACT**

*The research was conducted to determine the influence of compensation and work discipline on employee performance at Kafe Kanasha Bistro. This study aims to understand and analyze compensation and work discipline and the extent of their simultaneous and partial influences on employee performance at Kafe Kanasha Bistro.*

*This research is of the descriptive type. The sampling method used is the saturated sampling technique with a sample size of 30 respondents. The data analysis methods employed include descriptive analysis and multiple linear regression analysis.*

*Based on the research results, it is indicated that compensation falls into the category of fairly good, work discipline is categorized as good, and employee performance is categorized as good. The regression analysis results show that compensation and work discipline simultaneously have a significant influence on employee performance, accounting for 58.5%, with the remaining 41.5% influenced by other variables not examined in this study. Partially, compensation does not have a significant effect on employee performance, but work discipline has a significant influence on employee performance at Kafe Kanasha Bistro.*

*Keywords: Compensation, Work Discipline, Employee Performance.*