

## **ABSTRACT**

*The purpose of this study is to determine the effect of compensation, work motivation and employee performance of the Balai Besar Standardisasi dan Pelayanan Jasa Industri Bahan dan Barang Teknik Bandung both partially and simultaneously.*

*The type of research used in this study is quantitative methods with descriptive and causal research types. The sampling technique he uses is saturated sampling. The sample was taken as many as 128 respondents to Balai Besar Standardisasi dan Pelayanan Jasa Industri Bahan dan Barang Teknik Bandung. Data collection techniques are primary through the distribution of questionnaires, interviews and observations to employees. The secondary data sources obtained through previous research, journals, books and internal company data.*

*The results showed that the majority of employees were satisfied with the compensation provided by the Balai Besar Standardisasi dan Pelayanan Jasa Industri Bahan dan Barang Teknik Bandung which was 74.87%, besides that employees had good motivation of 77.97% with the need for affiliation that motivated employees to establish good relationships, besides that good performance reached a score of 75.92%, There are other influences that can influence. In conclusion, compensation, work motivation, and employee performance have a significant major influence on employee performance.*

**Keywords :** *Compensation, Work Motivation, Employee Performance*