

## ABSTRACT

The development of a company or business are highly related to the performance and the productivity of their employees. It means that it is really important for a company to know how to enhance their employees performance. Giving a fair and appropriate compensation is believed to be one of many ways to increase the performance of the employees.

This research is done to learn how is the compensation and employees performance in one of the digital branch in XYZ Bank in Indonesia and to determine how much performance is influenced by compensation. The population is the banking staff of the digital branch of the XYZ Bank. Financial and non financial compensation variables are used in this research, which will be measured by Multiple Linear Regression analysis.

The result is financial and non financial compensation both partially and simultaneously influence employees' job performance. Compensation influences employee performance by 60.7%.

**Keywords:** *compensation, financial, non financial, performance, banking*