

## ABSTRACT

*This researches motivated by problems related to the performance of the employees of human resources division of PT. Dirgantara Indonesia (Persero), Bandung who based on the data provided by there is still a performance that is under the adequate category*

*This research was conducted by PT. Dirgantara Indonesia (Persero), Bandung where compensation and career planning as the independent variable and employee performance as the dependent variable. This study aims to determine compensation, career planning, and employee performance of PT. Dirgantara Indonesia (Persero), Bandung and know how the effect of compensation and career planning on the performance of employees at PT. Dirgantara Indonesia (Persero), Bandung, both partially and simultaneously. In this study the sample was 51 respondents from the population of the human resources on of PT. Dirgantara Indonesia (Persero), Bandung. The sampling technique uses probability sampling. Data analysis method used is quantitative method through descriptive analysis, classic assumption test, multiple linear regression analysis, and hypothesis testing using the F test and T test.*

*Based on the test results and data analysis, it can be concluded that compensation and career planning simultaneously have a significant effect on employee performance. And by using the T-test compensation partially has a significant effect on employee performance, but career planning has no significant effect on employee performance. The results of this study are expected to be a consideration for PT. Dirgantara Indonesia (Persero), Bandung so as to improve the performance of employees who work at the company. Companies should consider providing compensation according to the workload provided. In addition, companies must also pay attention to the career advancement planning of each employee.*

*Keywords : Career Planning, Compentation, Employee Performance.*