

## ABSTRACT

*This study was conducted to determine the effect of compensation and motivation on employee performance at the Bandung City Tourism and Culture Office. This study uses compensation and motivation as independent variables, and employee performance as the dependent variable.*

*This research uses quantitative methods with descriptive and causal research types. Sampling was done by using probability random sampling method, with the number of respondents was 69 people. The data analysis technique used includes descriptive analysis, normality test, heteroscedasticity test, partial test (t-test), and multiple linear regression analysis.*

*The results of multiple linear regression analysis of compensation and motivation simultaneously have a positive and significant effect on the performance of the employees of the Bandung City Department of Culture and Tourism. The magnitude of the influence of compensation and work motivation simultaneously affects employee performance by 47.3%, while the remaining 52.7% is influenced by other factors not examined in this study. Compensation and motivation partially have a significant effect on employee performance. The variable that had the highest influence was the compensation variable by 25% and the lowest on the motivation variable at 22.3%.*

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