

## **ABSTRACT**

*This research is motivated by empirical facts in the form of employee performance data at the Bandung Manpower Social Security Administration, that in 2017, 2018 and 2019 there are symptoms that can hinder employee performance. The purpose of this study was to determine how compensation, work discipline on employee performance at the Bandung Employment Social Security Administration, and to determine the effect of compensation and work discipline on employee performance.*

*The research method used in this research is a quantitative method with descriptive and causal research types. The sample in this study is a saturated sample with a total of 31 worker responses. The data collection techniques used were observation, questionnaires, literature study. The data analysis technique used is descriptive analysis and multiple linear regression analysis.*

*The results of the descriptive analysis show that the compensation variable is in the good category, the work discipline variable is in the good category and the employee performance variable is also in the good category. The results of the analysis show that compensation and work discipline have a positive and significant effect on employee performance. The magnitude of the influence of compensation and work discipline on employee performance is 45.5%, while the remaining 54.5% is influenced by other variables not examined in this study.*

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

