

ABSTRACT

In an era of increasingly fierce business competition, the success of each company cannot be separated from the human resources factor. Every company is required to improve the quality of human resources to compete. Human resources in an organization require good management and development to be able to improve the performance of an employee in order to contribute to the achievement of a company's goals. There are many factors that have relationships to affect employee performance, these factors can improve an employee's performance or can be an obstacle for that employee. Compensation is a factor that can affect employee performance and work discipline is also one of the other influences.

The purpose of this study was to look at how compensation, work discipline, and employee performance on employees of Bank BTN Jakarta Branch Office Cawang, and how the effect of compensation and work discipline on performance on employees of Bank BTN Jakarta Branch Office Cawang.

The study used quantitative research methods with data collection techniques using questionnaires. The samples in this study were conducted with probability sampling technique with simple random sampling method. With a sample of 100 employees using the calculation of the Slovin formula with a confidence level of 95% and an error rate of 5 Analyzed using descriptive analysis methods, normality tests, heteroskedastic tests, multicollinearity tests, T tests, F tests, multiple linear regressions, and determination of coefficients.

The results of this study showed that the value of the coefficient of determination with a percentage of 74.2% of employee performance was influenced by compensation and work discipline. The remaining 25.8% was the effect of other variables that were not studied. Based on the results of the analysis it can be concluded that the value shows compensation and work discipline significantly affect employee performance.

The results of this study are expected to be considered for companies to pay more attention to compensation and work discipline in an effort to improve employee performance. Because both of these things if applied properly can improve employee performance.

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