

ABSTRACT

High employee performance will greatly benefit the organization, because with good and productive performance, organizational performance will be optimal, on the contrary, if low employee performance means the organization will not be able to move optimally. A company or organization must continue to pay attention to the level of performance of employees by ensuring their welfare through compensation factors and employee work discipline. Perumda Tirta Pakuan Kota Bogor is a BUMD with a complex level of organizational structure, therefore the performance of all employees is needed very high to achieve the goals of the company. Through compensation and consistency of employee work discipline is the right solution to continue to develop the performance of the internal company itself.

In this study the author conducted quantitative research with descriptive method of causality. There are independent and dependent variables in this study, for independent variables namely Compensation (X1), Work Discipline (X2) and the dependent variable in this study is employee work (Y). The sampling technique in this study uses probability sampling techniques with simple random sampling techniques with a sample of 212 respondents.

Based on descriptive analysis, it is explained that compensation and work discipline are included in the very good category, as well as employee performance is included in the very good category as well. Based on the results of the study that partial compensation has a significant effect on the performance of Perumda Tirta Pakuan Bogor City employees. Partial work discipline has a significant effect on the performance of Perumda Tirta Pakuan Bogor City employees. Then simultaneously compensation and work discipline affect the performance of Perumda Tirta Pakuan Bogor City employees. The amount of compensation and work discipline on employee performance was 65.2%, while the remaining 34.8% was influenced by other variables that were not studied in this study.

Keywords: *Perumda Tirta Pakuan Bogor City, compensation, work discipline, employee performance.*