

## ABSTRACT

*Currently infrastructure companies are growing rapidly. However, at PT. XYZ experienced a decrease in gross profit which caused a loss. This is of course related to its Human Resources (HR), therefore companies really need quality and good and responsible Human Resources (HR). Human Resources (HR) is inseparable from work motivation and compensation that affect employee performance. In this study, the main purpose is to establish the impact of Work Motivation and Compensation on Employee Performance at PT. XYZ. Quantitative research with a descriptive approach is utilized in this study. In this study, the population consisted of employees or employees of XYZ company, which totaled 200 employees. A saturation sampling technique was used in the study, in which the sample was comprised of the entire population taken, namely a total of 200 employees. Data analysis was performed using SPSS software. The tests performed include data transformation with MSI, classic assumption test, hypothesis test, and coefficient of determination test. Based on the results, it appears that Work Motivation (X1) has an influence on Employee Performance (Y), Compensation (X2) has an influence on Employee Performance (Y), and Work Motivation and Compensation simultaneously have an influence on Employee Performance (Y).*

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