

ABSTRACT

The Population and Civil Registry Office of Bandung Regency has a competitive advantage in providing administrative services to the community quickly and efficiently compared to other service agencies. The role of employees at the Population and Civil Registry Office of Bandung Regency is a crucial factor in delivering community services. However, employee welfare support has not been felt to be optimal. This is due to compensation and work motivation that are not commensurate with the responsibilities assigned. The phenomenon observed includes fluctuations in performance achievements, compensation that does not match the workload and responsibilities given, and attendance levels that are not considered satisfactory. Therefore, this research becomes an interesting topic to study.

This study was conducted at the Population and Civil Registry Office of Bandung Regency. The independent variables in this research are compensation and motivation, while the dependent variable is employee performance. The study aims to analyze the conditions of compensation, motivation, and employee performance and to determine the influence of compensation and motivation on employee performance.

Employees at the Population and Civil Registry Office of Bandung Regency were taken as the population for this research. The sample was selected using a probability sampling technique distributed to 60 employees. This research adopts a quantitative approach using descriptive analysis and SEM-PLS for data processing between variables. The use of SEM-PLS allows researchers to examine complex relationships among the variables studied and ensure the validity and reliability of the measurements.

The hypotheses of this study are: compensation significantly affects employee performance, and motivation significantly affects employee performance. The hypotheses were tested using structural equation modeling with the requirements of the outer model and inner model tests.

The results of this study indicate that compensation has a positive but not significant effect on performance, while motivation has a positive and significant effect on performance. Additionally, compensation and motivation are proven to have a significant positive effect on performance when analyzed together. This means that an increase in fair compensation and work motivation provided to employees collectively can significantly improve employee performance.

The findings of this study are expected to provide in-depth insights into the dynamics that can affect performance at the Population and Civil Registry Office of Bandung Regency. These findings emphasize the importance of a combined strategy of improving compensation and motivation to create a work environment that supports optimal performance.

Keywords: *Compensation, Motivation, Employee Performance.*