

ABSTRACT

Human Resources has an important role in achieving the company's goal to achieve good performance. To achieve good performance company must provide compensation and training. Employees are not satisfied with the compensation system provided by PT. Asuransi Jiwasraya (Persero) cabang Cirebon, but the other employees felt that the training provided by the company have been effective so that the performance of employees of PT. Asuransi Jiwasraya (Persero) cabang Cirebon is good. Therefore, this study aims to determine how much influence the compensation and training to employees performance PT. Asuransi Jiwasraya (Persero) cabang Cirebon.

The research method uses quantitative methods with descriptive approach. The collection of data by distributing questionnaires to employees of PT. Asuransi Jiwasraya (Persero) cabang Cirebon number of 60 respondents. Techniques using multiple linear regression analysis and hypothesis testing. And data processing using Microsoft Excel 2013 and SPSS 20 for windows

The results show the value of the coefficient of 84.4%, which means that the performance of employees of PT. Asuransi Jiwasraya (Persero) cabang Cirebon by 84.4% influenced by compensation and training and the balance 15.6% influenced by other factors not examined in this study.

Keywords: Compensation, Training and Employee Performance