ABSTRACT

Organizations are now required to have quality human resources to achieve organizational goals. Employees not only determine what the organization will be like, but also how the organization will develop into a unit. The organization will be better if it has excellent and qualified employees study aim is to determine the effect of compensation on employee performance in the Office of State Assets Services and Auctions in the city of Malang. This study will examine employee compensation, employee performance levels, and the effect of payment on employee performance at the State Property Service Office and Auction in Malang.

This research method is quantitative, with a sample of 115 respondents using an accidental sampling technique. The questions consist of 22 questions using a five-Likert scale. The data obtained is then processed using SPSS 25 so that the effect of compensation on employee performance is found through simple linear regression analysis, and then the data will be presented using descriptive analysis techniques.

The results of the study show that compensation has a significant influence on employee performance. The settlement affects employee performance by 52.8%, and other variables influence the remaining 47.2%.

This research is expected to be an evaluation for related agencies to pay more attention to employee compensation so that employee performance will be even better in the future.

Keywords: HR, Compensation, Employee Performance