

ABSTRACT

HR role is very important in achieving the company's goal to achieve good performance. In achieving good performance should be established discipline and the company must provide appropriate compensation so that human resources are motivated to improve performance. But, employees of PT Telkom (Kandatel) Cibinong, still do not discipline. In addition, the company was still not provide compensation in accordance with the expectations of employees, the effect is performance of employee declined from 2012 to 2014. Therefore, this research aims to determine how much work discipline and employee compensation influence employee performance at PT Telkom Kandatel Cibinong in 2012-2014 period.

The research uses quantitative method with descriptive approach. Data were collected by spreading questionnaires to all employees of PT Telkom Kandatel Cibinong, that is 51 respondents using saturated sampling technique. The analysis uses multiple linear regression and hypothesis testing that contains the coefficient of determination, F test, and t test. Data processing using Microsoft Excel 2007 and SPSS 20 for windows.

The result shows that the value of determination coefficient (55.95%) means that the performance of employees of PT Telkom Indonesia, Tbk. (Kandatel) Cibinong amounted to 55.95% influenced by the work discipline and employee compensation. While the remaining 44.05% influenced by other factors beyond the research the value of F_{count} (75.239) is greater than the F_{table} (3.19), while the value of t_{count} from work discipline (2,666) and employee compensation (5.966) is greater than t_{table} 2.01174. It can be concluded that work discipline and employee compensation, simultaneously or partially, influence significantly to employee performance of PT Telekomunikasi Indonesia, Tbk. (Kandatel) Cibinong.

Keywords: Work Discipline, Employee Compensation, and Employee Performance