

## **Abstract**

*Human Resources (HR) generally as the "resource productivity boosters" in capturing competition in the era of globalization, while for the organization, human resources as the driving activities of the organization in carrying out the vision and mission organizations to achieve the goal. The purpose of this study was to determine the effect of the Remuneration System Against Employee Performance Dinas Bina Marga dan Pengaioran Bandung City, and expected remuneration system can improve employee performance.*

*In analyzing the Remuneration System Effect Against Employee Performance Dinas Bina Marga dan Pengaioran Bandung City authors use research methods of simple linear regression and analysis of quantitative data analysis method descriptive and causal.. Methods of data collection is done through primary data and secondary data and by spreading questionnaires to 82 respondents who are employees of Dinas Bina Marga dan Pengaioran Bandung City, engineering data analysis and hypothesis testing using descriptive analysis, Method of Successive Interval, linear regression analysis is simple and classical assumptions test. Data processing is done by using SPSS version 20 for Windows.*

*Based on the data processing results can be seen that the residuals were normally distributed and independent variables have a relationship with residual or free from heteroscedasticity. Based on hypothesis testing, the decision  $t$  test obtained is  $H_0$  refused or in other words the remuneration system significantly affect the performance of staff of Dinas Bina Marga dan Pengairan Bandung City.*

*From the results of this study are expected in the system of remuneration for the amount of allowances be adjusted again with the position to match the expectations of employees. And to the performance of an improvement in the timeliness of employees in completing the work. Therefore, to improve performance so that employees are able to work on time, companies are expected to apply strict sanctions and rewards.*

**Keywords:** *Remuneration, Performance, Human Resources*