

ABSTRACT

Human Resources became one of the great assets of a company in order to achieve organizational goals. In an effort to improve the quality of human resources one way in which the Bureau of Basic Social Services Provision In the West Java Regional Secretariat is to provide compensation to employees. The question of compensation is not an easy task for the agency to determine the structure of the wages and employee satisfaction of all concerned parties, because in wages attached to various interests which sometimes even conflicting with each other. Compensation should be designed to enhance work motivation, otherwise compensation does not match the expectations of employees could lead to a drop in performance. There was no denying that the agency must prepare an attractive compensation system for employees as well as not to burden companies. In order to increase employee motivation, agencies can choose several ways according to the situation and the capacity of agencies, which diataranya is giving compensation in a timely manner and in accordance with established procedures, either direct compensation in the form of salaries, wages, incentive or indirect compensation in the form of other benefits. This study uses a simple linear regression analysis. This type of research is quantitative research. The sampling technique used is Non-Probability Sampling by the number of respondents 54.

Keyword: Human Resource Management, Compensation, Motivation