

Abstract

Human Resources became one of the great assets of a company in order to achieve organizational goals. As a reciprocal of an organization to its employees then one of them is the remuneration. Remuneration aims to be an employee in an organization feel valued, ensure fairness, retain qualified personnel, compliance with applicable laws and so forth. This study aims to determine the effect of the remuneration of the performance of employees at the Department of Marine and Fisheries Tangerang regency.

*The sampling technique used is sampling saturated with the number of respondents 52. This research method using quantitative research methods with descriptive research and causality. The population in this study is 52 people. Sampling technique saturated samples. Based on the test results *F*, remuneration simultaneously no significant effect on performance. At *t* test results that partially explain the overall variable remuneration, such as basic salary, allowances, benefits and bonuses no significant effect on the performance and the acquisition of the coefficient of determination of 4.3%, with 95.7% influenced by other variables not examined in this research.*

Key Words: Human Resource Management, Remuneration, Performance.