

ABSTRACT

This study was conducted to determine the effect of compensation on performance at the Department of Human Settlements and Water Resources of West Aceh district. The purpose of this study was to determine and analyze how the compensation given to employees, how they're performing, the effect of partial compensation to employee performance at the Department of Human Settlements and Water Resources of West Aceh district.

This study uses quantitative methods with descriptive research and causal studies. Sampling was done by non-probabilty sampling method of sampling saturated, with the number of respondents were 67 respondents. Data analysis technique used is descriptive analysis and simple linear regression analysis.

Based on the results of hypothesis testing is partially compensated significant effect on the performance of employees at the Department of Human Settlements and Water Resources of West Aceh district. This is evidenced by the t count $> t$ -table ($4.896 > 1.997$) with a significance level of $0.000 < 0.005$. Based on the coefficient of determination obtained that compensation Dinas Cipta Karya and Irrigation District Aceh Barat able to explain the performance of 26.9% and the remaining 73.1% is influenced by other factors not examined in this research.

The conclusion of this study, compensation at the Department of Human Settlements and Irrigation District Aceh Barat have entered into either category, but there are some items that need to be improved as the performance.

Keywords: Compensation, Performance, Employee.