

ABSTRACT

Human resources is a very important asset for the company in achieving the company's goals with performance achievement. In the performance achievement, the employees must sell energy (physical and mental) to the company and derives remuneration in the form of compensation. Compensation granted to employees aim to motivate in improving corporate performance.

This study aims to determine the effect of compensation and work motivation on employees' performance in Witel Jabar Tengah. This study is a descriptive study. The research method used in this research is quantitative methods. The collection of data was done by distributing questionnaires to the employees of Witel Jabar Tengah which are 190 respondents by using simple random sampling technique. The multiple linear regression was used as the analysis technique.

The results showed that the coefficient of determination of 56.6% means that the employees' performance at Witel Jabar Tengah is influenced by 56.6% by compensation and motivation. While the remaining 43.4% is influenced by other variables that are not used in this study. F_{count} value which is 121.948 is greater than F_{table} 3,892, while t_{count} compensation (8.745) and motivation (9.496) are greater than t_{table} 1,973. It can be concluded that the compensation and motivation to work significantly influence employees' performance at Witel Jabar Tengah, simultaneously or partially

Keywords: Compensation, Work Motivation, Employee's Performance