

ABSTRACT

Human resources have an important role in running a company. Good human resources will help the company to be able to run properly. This is because the employee's performance of a company comes from the resources it owns. In order to achieve the company's objectives, the company needs to pay attention to employee performance by doing compensation for employees. So it can be known that the purpose of this research to know how to influence compensation on the employee performance of PT Dana Pensiun Telkom Bandung.

The type of research used in this research is a quantitative method with a type of descriptive and causal research. The sampling techniques used are saturated sampling. Samples taken as many as 78 respondents in PT Dana Pensiun Telkom Bandung employees. The data collection techniques in this study used observation techniques, interviews, and dissemination of questionnaires.

Based on the results of the study, showed that respondents responses to compensation were in high category of 78.7%. While the respondents response to employee performance is in a high category of 82.6%. There is a positive and significant influence on employee performance by 49.2%, while the remaining 50.8% there are other variables that affect employees performance which is not researched in the study. Conclusions of compensation and employee performance are in high category and compensation is positively and significantly withing the performance of employees.

Keywords: *human resource management, compensation, employee performance*