

ABSTRACT

Comment [L5]: Revisi:
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This study aims to examine and analyze the effect of compensation and career development on employee performance at the Department of Agrarian and Spatial Planning/National Land Agency of Bandung. Human resource management is very important for government agencies in managing, regulating and utilizing employees. This is done so that Civil Servants (PNS) as tools in the government bureaucracy are able to carry out the mandate assigned to them, namely as State Servants and Servants of the Community. Employee performance that has not met the achievement of targets or performance standards desired by the agency is thought to have occurred because the compensation has not been optimal and the application of career development has not been optimal.

The research method uses descriptive and verificative, data collection techniques through questionnaires. Population and research sample of 48 respondents, the sampling method using saturated sampling.

The results showed that descriptively the compensation, career development and employee performance were classified as lacking. As for the verification, it shows that compensation and career development have an effect on employee performance either partially or simultaneously. Compensation and career development affect employee performance by 38.1% and the remaining 61.9% are influenced by other factors not examined in this study.

Keywords: *Compensation, Career Development, Employee Performance*