

ABSTRACT

The House of Representatives Secretariat Cimahi City Parliament is one of cimahi city government agencies. In order to achieve good performance, agencies need to manage good human resources. Compensation is one of the factors that affect employee performance. This study conducted a study on compensation for employee performance at the Secretariat office of the DprD cimahi city. This research was also conducted to find out how the level of employee compensation, the level of employee performance, and how much compensation affects the performance of employees of the House of Representatives Secretariat Cimahi City.

The research method used in this study is quantitative method of data collection method conducted by disseminating questionnaires to 40 respondents as samples as well as population. Data processing in this study using SPSS 26 software. To describe data analysis using descriptive analysis, classic assumption testing, and linear regression analysis.

The results showed that the level of employee compensation in the House of Representatives Secretariat Cimahi City parliament was in the high category. Then for the level of performance of employees in the office of the House of Representatives Secretariat Cimahi City belongs to the high category. The results of the regression test showed that compensation had a significant positive effect on the performance of employees at the House of Representatives Secretariat Cimahi City. The effect of compensation on the performance of employees of the House of Representatives Secretariat Cimahi City parliament was 41.9% and the remaining 58.5% was influenced by other variables not studied in this study. The government needs to do something to increase employee compensation again. Some of them are assessments for the distribution of incentives and bonuses in order to increase the spirit of work.

Keywords: compensation, employee performance, simple linear regression analysis, classic assumption test