

ABSTRACT

During the pandemic, the company's productivity decreased drastically due to the lack of flight activity. In achieving productivity, companies need to manage their human resources well. Many factors can affect employee productivity, one of which is compensation and work discipline. Based on data obtained, the work productivity of PT Angkasa Pura II Persero Bandung's Husein Sastranegara Airport has decreased in 2020 both in terms of aircraft movement and passenger movement, so that the decline in flight traffic has an impact on the services provided by the company.

This study conducted a study on compensation and work discipline at PT Angkasa Pura II (Persero) Bandung Husein Airport, and proved the large influence of compensation and work discipline on the work productivity of PT Angkasa Pura II (Persero) Bandung Husein Airport.

The population in this study were employees of PT Angkasa Pura II (Persero) Bandung Husein Airport as many as 131 employees, with a sample of 99 respondents. The sampling technique uses probability sampling (simple random sampling) using the Slovin formula. The analytical technique used is descriptive analysis, classical assumption test, multiple linear regression and coefficient of determination.

Based on the results of the study, it shows that compensation is in the high category, work discipline is in the good category and employee work productivity is in the effective category. While the results of the simultaneous test that Compensation and Work Discipline have a significant positive effect on employee work productivity of 72.9% PT Angkasa Pura II (Persero) Husein Airport Bandung.

The results of this study are expected to be used as evaluation and consideration for companies in the future to understand how the current conditions and situation of the Covid-19 pandemic are affecting the economy in Indonesia, including airports. The compensation provided by the company is more focused on the needs of current employees such as health services and wages that are in accordance with the work productivity of their employees, and reaffirmed on the provision of employee attendance according to the work agreement between the company and its employees. For further researchers are expected to use other variables such as motivation and job satisfaction by using other methods such as SEM.

Keywords: *Compensation, Discipline Work, Employee Work Productivity*