

## **ABSTRACT**

*CV. Firdaus Manunggal Utama engaged in sawing and wood management. Nowadays, it is suspected that the employees of CV. Firdaus Manunggal Utama experienced a decline in their performance caused by several factors. Therefore, this study aims to show the effect of financial compensation and work discipline on employee performance of CV. Firdaus Manunggal Utama.*

*The method used is quantitative description and causality, using saturation sampling technique, in which the interviewees are all employees of CV. Firdaus Manunggal Utama has as many as 45 employees. The data analysis techniques used are descriptive analysis, multiple linear regression analysis, and hypothesis testing.*

*This study finds that the sig. value obtained is  $<0.05$  and the t-count is  $> t$ -table (1.681). Therefore, financial compensation and employee performance have a significant impact on employee performance. According to the f-test result, the sig value obtained is  $<0.05$ , and f-count  $> f$ -table (2.822). Therefore, financial compensation and work discipline have a significant impact on employee performance at the same time. CV. Firdaus Manunggal Utama suggested It is suggested that the incentives given to employees should be adjusted according to the position and performance of the employees. Then, CV. Firdaus Manunggal Utama was advised to strengthen the discipline of work regulations, such as the obligation to wear company attributes. In addition, CV. Firdaus Manunggal Utama is recommended to increase and optimize financial compensation.*

**Keywords: Financial Compensation, Work Discipline, Employee Performance**