

## ABSTRACT

Human resource problems faced by schools related to work discipline from teachers and staff can be indicated from the frequent arrival of not on time and returning sooner, not entering work without notice, and late in completing work. The indiscipline of employees may be influenced by the application of compensation both direct compensation and indirect compensation.

The purpose of this research is to find out and analyze: 1) Direct Compensation applied in Pribadi Bilingual Boarding School Bandung 2) Indirect Compensation applied in Pribadi Bilingual Boarding School Bandung, 3) Work Discipline Level of employees in " Pribadi Bilingual Boarding School Bandung, and 4) Effect of Direct Compensation and Indirect Employee Discipline in Pribadi Bilingual Boarding School Bandung. This study is intended to test hypotheses using statistical calculations. This study was used to examine the effect of Direct Compensation and Indirect Compensation on Employee Work Discipline Pribadi Bilingual Boarding School Bandung, using multiple linear regression analysis.

The conclusion of this study is; 1) Direct Compensation applied by Pribadi Bilingual Boarding School Bandung based on the assessment of employees including high category, 2) Indirect Compensation on Pribadi Bilingual Boarding School Bandung based on the assessment of employees including very high categories, 3) Work Discipline on Pribadi Bilingual Boarding School Bandung based on the assessment of employees including very high categories, 4) Based on the results of testing the statistical hypotheses using multiple linear regression analysis showing that there is no partial effect of direct compensation for employee work discipline on Pribadi Bilingual Boarding School Bandung, there is a significant influence partially indirect compensation for employee work discipline on "PBSBB", and there are significant influence simultaneously (simultaneous) direct compensation and indirect compensation for employee work discipline on Pribadi Bilingual Boarding School Bandung.

Keywords: Direct Compensation, Indirect Compensation, Work Discipline, Multiple Linear Regression Analysis