

## ABSTRACT

The Corona virus pandemic has a big impact on Indonesia, especially in government agencies. the government's policy of implementing Work from Home for ASNs, of course, has a number of basic considerations and references in deciding its policy. However, many factors hinder ASN's performance in this work method. For more than 1 month these ASNs encountered obstacles such as the difficulty of meeting physically as social beings, causing misinformation both in the form of data and work implementation procedures in each agency

Human resource has many function such as planning an effective and efficient workforce organizing an activity to organize employee, directing all employees by establishing divisional and working situation, controlling, procurement, development, giving compensation as well to integrate, maintenance giving discipline for employee. Well is all need by an organization. Based on interviews conducted with Bappedalitbang staff In March 2021 that compensation given to civil servants before the pandemic, get some kind of compensation, outside of the basic salary given. For example, remuneration, service operational money, and year-end bonuses. After the covid-19 pandemic, compensation beyond basic salary was abolished. The compensations are allocated to counter the covid-19 pandemic outbreak. Which, due to reduced bonuses and compensation, will affect the performance of employees

The phenomena in this study explored through quantitative methods and data collection was collected through in-depth interviews and spreading questionnaires. The data source was from primary data and secondary data the technique in this study also being processed through descriptive analysis, classic assumption test, simple regression analysis and hypothesis testing as well validity and reliability test.

The results of the study show that variable compensation have significant impact toward employee performance at Bappedalitbang Kabupaten Bogor. As well that the variable itself already in high category for both independent and dependent variable..

Based on the result of this study, there will be further study about variable compensation and employee performance and further research can explore and expand the influence of Compensation on other company with same business line or other business line and see other variable that can improve employee performance beside variable compensation.

Keywords: compensation, employee, employee performance