

ABSTRACT

The property business is a promising business, because it has characteristics that can change and are complex. Land prices that experience an increase cause prices to easily experience an increase that tends to increase and is larger in nature, along with the increase in population, and the increasing human need for temporary or permanent housing. In the face of competition in the property business world, it is now increasingly competitive, therefore quality and integrity human resources are company assets and a very important factor in the success or failure of a company. Human resources are very important to manage, organize and achieve company goals. The need to maintain human resources by paying attention to the compensation system and the physical work environment in the company. With an appropriate compensation system and a comfortable and safe physical work environment can improve employee performance. This study aims to determine the effect of compensation and physical work environment on the performance of employees of PT Rajasaland Bandung.

This research is a quantitative method with the analytical techniques used are descriptive analysis and multiple linear regression analysis. The population used is all employees of PT Rajasaland Bandung and sampling with saturated sampling method. The number of respondents in this study were 50 respondents.

The results of research conducted by researchers indicate that compensation is in the fairly good category, the Physical Work Environment variable is in the fairly good category, while the employee performance is in the very good category. This research proves that compensation does not have a significant effect on employee performance partially, while the physical work environment partially affects employee performance. And there is a significant effect of Compensation and Physical Work Environment on Employee Performance simultaneously.

Keywords: *Compensation, Physical Work Environment, Employee Performance, Property Business*