

ABSTRACT

The Indonesian economy, including West Java Province, is significantly supported by the ever-growing tourism sector. Tourism companies such as PT. Jasa dan Kepariwisataaan Jawa Barat must consider internal factors that affect employee performance, one of which is through compensation management and job satisfaction. Optimal employee performance is very important to achieve the company's targets and overall success.

The approach method used in this study is quantitative with a descriptive analysis method. The study was conducted on 55 respondents. Data collection was carried out by distributing questionnaires and analyzed using multiple linear regression with the help of SPSS.

The results of the study indicate that both compensation and job satisfaction have a significant effect partially and simultaneously on employee performance. The coefficient of determination (R^2) of 83.1% indicates that these two independent variables can be responsible for most of the variation in employee performance. This study is expected to provide strategic advice to the management of PT. Jasa dan Kepariwisataaan Jawa Barat to increase compensation and create a good work environment to improve performance.

Keywords: *Compensation, Job Satisfaction, Employee Performance*