**ABSTRACT**

The purpose of this study was to determine the condition of Work Discipline, Compensation and Employee Performance, and to determine how much affect Work Discipline and Compensation on Employee Performance either simultaneously or partially in Social Department of West Java Province. The sample in this study amounted to 58 employees coming from all permanent employees in the medium positions the work unit in Social Department of West Java Province, of the total population is 139 employees. The method used is multiple regression analysis, multiple correlation analysis, coefficient of determination analysis either simultaneously or partially, and hypothesis testing with the F test and t test.

The results showed the work discipline that implemented Social Department of West Java Province including the excellent category, regarding compensation in general respondents stated in good category, and the performance of employees are in good category. Work Discipline and Compensation either simultaneously or partially have a significant affect on employee performance. Simultaneously the effect is 55.8% and the remaining 44.2% is affected by other variables. Variables that affect dominant is Work Discipline.

Keywords: Work Discipline, Compensation, and Employee Performance