***ABSTRACT***

*This research started from the finding of the problem of low performance of employee. Which is caused by the competence of employees who have not met the standards, the compensation that has not been as expected and decreased job satisfaction.*

*This study aims to find how big the influence of competence, compensation and job satisfaction on employee performance in* PT. Taspen (Persero) Kantor Cabang Utama Bandung *either partially or simultaneously. The research method used is descriptive and verifikatif with a population of 54 respondents. Data collection techniques used are observation, interview and spread the keusioner. Data analysis methods used are multiple linear regression analysis, multiple correlation analysis and coefficient of determination analysis.*

*The results showed that the competence, compensation, job satisfaction and employee performance at* PT. Taspen (Persero) Kantor Cabang Utama Bandung *Office can be said good. Competence, compensation and job satisfaction have an effect on employee performance equal to 74,2%. Influence of dominant independent variable is employee compensation with coefficient equal to 33,7%. While the competence coefficient 25.5% and job satisfaction coefficient of 15.0%.*

*Keywords: Competence, Compensation, Job Satisfaction and Employee Performance*