

ABSTRACT

Humans are the most important resource in an organization, agency, or company without human aspects it is difficult for the organization to carry out the mission and objectives that have been set. By improving the quality of human resources is expected to improve employee performance. Many factors affect the performance of one of them leadership and compensation.

This study aims to determine the magnitude of the influence of leadership and compensation on the performance of employees in two cooperatives in the city of Bandung (case study on Bandung City Government Employees Cooperative and Bandung Telkom Cooperative), And to determine whether there are differences in performance in both cooperatives. With 63 respondents. Data collection techniques used library study and field study conducted by way of observation, interviews, and the spread of questionnaires. Data analysis method used is multiple linear regression analysis, multiple correlation, average difference test using independent sample t test, and coefficient of determination.

The results showed that there is influence of leadership and compensation on the performance of employees in two cooperatives in the city of Bandung, partially greater compensation effect on employee performance than leadership. And there is no difference in performance in both cooperatives.

Keywords: Leadership, Compensation, and Performance.