**ABSTRAK**

Penelitian ini untuk mengetahui pengaruh kompensasi dan disiplin kerja terhadap kinerja karyawan PT POS Indonnesia (persero). Penelitian ini berdasarkan studi empiris dengan teknik proporsional sampling pada pengumpulan data. Data didapatkan berdasarkan survey ke 51 karyawan sebagai responden di PT POS Indonnesia (persero). Teknik pengumpulan data ini menggunakan kuesioner dan wawancara kepada beberapa karyawan dan manager sebagai penelitian awal. Hasil penelitian menunjukan bahwa kuesioner teruji valid dan reliabel. Metode analisis menggunakan regresi linier berganda, dalam pengujian hipotesis menunjukan hasil bahwa kompensasi dan disiplin kerja berpengaruh secara positif terhadap kinerja karyawan. Secara simultan pengaruh kompensasi dan disiplin kerja terhadap kinerja sebesar 74.2%, sedangkan secara parsial masing masing pengaruh kompensasi terhadap kinerja sebesar 65.12% dan disiplin kerja terhadap kinerja sebesar 71.6%.

**Kata kunci: kompensasi, disiplin kerja, kinerja karyawan.**

**ABSTRACT**

*This study was to determine the effect of compensation and work discipline on the performance of employees of PT POS Indonesia (Persero). This research is based on empirical studies with proportional sampling technique in data collection. Data was obtained based on a survey of 51 employees as respondents at PT POS Indonesia (Persero). This data collection technique uses questionnaires and interviews with several employees and managers as initial research. The results showed that the questionnaire was valid and reliable. The analysis method uses multiple linear regression, in testing the hypothesis shows the results that compensation and work discipline positively influence employee performance. Simultaneously the effect of compensation and work discipline on performance is 74.2%, while partially each of the effects of compensation on performance is 65.12% and work discipline on performance is 71.6%.*

***Keyword : compensation, work discipline, employee performance.***