

## **ABSTRACT**

*This study aims to determine how the influence of work motivation and organizational commitment on employee performance. The study was conducted at the DP3APM (Office of Women's Empowerment, Child Protection and Community Empowerment). The research method used is descriptive and verification. Data collection techniques used were observation, interviews, and distributing questionnaires to 49 respondents. The data analysis method used is path analysis (path analysis), to test the direct and indirect effects.*

*The results of this study indicate that work motivation and compensation have a positive and significant effect on employee performance. Work motivation and compensation have an influence on employee performance by 55.0%, direct and indirect effects of work motivation on total performance of 29.1%, direct and indirect effects of compensation on employee performance with an amount of 25.9%.*

**Keywords :** *Work motivation, compensation, To employee performance.*