**ABSTRAK**

(Terjemahan Bahasa Inggris)

**“*Bawang Kim*” is a subsidiary company from *CV. Tani Mukti Mandiri* that representone of the food industries that specializes in fried onion, “bawang goreng”. “*Bawang Kim*” (*CV. Tani Mukti Mandiri*) was established in the 90s and with that has guaranteed its quality grade.**

 **The aim of this research is to analyze the influence of Compensation towards the Performance of Bawang Kim’s (CV. Tani Mukti Mandiri) personnel. The method used in this research is of a quantitative nature. The method of collection of data is done by distributing questionnaires to 23 staff of *Bawang Kim*, then bydoing observation and interviews. The technic of analysis of data is by using a standard linear regression with correlation and determination coefficient.**

 **Based on the resulting calculations koefisien korelation Rank Spearman (rs), of the levels of relationships between variables, a value of 0,897 is given. Whereas, the result from the determination coefficient, showing the influence of compensation towards the staff’s performance, is 80,46%. The rest being 19,54% is due to the external factors outside of this research objective.**

 **It is in the company's, Bawang Kim (CV. Tani Makti Mandiri), best interest to give its full attention on their staff as the staff do not receive their salary on time, and that the money they receive do not fufill their needs, bonuses are not given as they should be, there is no further compensation regarding retirement, and proper working clothes, to ensure succesful production and that the company should try to award workers more by giving out prizes or bonuses, in return the staff will be more motivated to carry out and accomplish the company's targets.**