**ABSTRAK**

CV. Buana Cipta Adi Karya is a company engaged in construction. Based on research at CV. Buana Cipta Adi Karya, researchers found a problem in the company's activities, namely the work productivity of employees who declined and the work was not in accordance with the standards set by the company. The problem is allegedly because the company has not provided financial compensation that is feasible and has not been implemented properly.

The purpose of the study was to determine the effect of financial compensation on employee work productivity in the construction section of the CV. Buana Cipta Adi Karya. The research method used is descriptive analysis research method. The data collection technique used is library research and field research in the form of non-participant observation, interviews, and questionnaires to 30 respondents. For data analysis used the validity test, reliability test, simple linear regression, and coefficient of determination.

Based on data obtained from the results of the study, that linear regression has a positive effect of financial compensation on employee work productivity, the equation Y = 4.953 + 1.151 (25) = 33,728 units or can be said, that the variance that occurs in employee work productivity variables (Y) 78.5% is determined by the variance that occurs in the variable financial compensation (X). The remaining 21.5% is influenced by other variables outside of research such as motivation, morale and work environment.

The suggestions that researchers can point out are that companies are increasingly paying attention to compensation programs to be able to increase work productivity of employees so they can work better and optimally.

Keywords: Financial Compensation, Employee Productivity