

ABSTRACT

Problems are found in the North Bandung Cattle Breeder Cooperative (KPSBU) Lembang regarding the low level of employee performance caused by compensation and the work environment is still low.

This study aims to determine how much the influence of compensation and work environment on employee performance at the North Bandung Cow Farmers Cooperative (KPSBU) Lembang both simultaneously and partially. The method used is descriptive and verification with the total population of all sampled 110 respondents. Data collection techniques used were observation, interviews, and questionnaires. The analytical method used is multiple linear regression analysis and the coefficient of determination.

The results showed that compensation, work environment and employee performance can be said to be not good. Compensation and work environment have an effect on employee performance by 52%. The dominant independent variable is the work environment with an influence of 27.9% and compensation effect of 24.1%.

Keywords: Compensation, Environment