

## **ABSTRACT**

*This study aims to determine the effect of compensation and loyalty on employee performance either partially or simultaneously at the Water Resources Office of West Java Province. The method used is descriptive and verification research methods with a total sample of 52 respondents. Data collection techniques used were observation, interviews, and distributing questionnaires. The analytical method used is multiple linear regression, multiple correlation and coefficient of determination.*

*The results of the study show that compensation and work loyalty on employee performance at the West Java Province Water Resources agency can be said to be unfavorable. Compensation and loyalty have a strong influence on employee performance, which is equal to 80.3%. Besides that, simultaneous testing of compensation and loyalty variables has a significant effect on employee performance with the effect of an R square value of 64.4%. Comparison of the biggest effect is the variable compensation, namely 30.8%. While the loyalty variable is 33.6%, and the remaining 35.6% is influenced by variables not examined.*

*Keywords: Compensation And Loyalty To Employee Performance*