

ABSTRACT

This study aims to determine the effect of Compensation and Work Environment on Employee Performance at CV Kirana First Companies Jatinangor by using descriptive analysis and verification. The population and sample are 68 respondents. The data analysis method used is multiple linear regression, multiple correlation and coefficient of determination.

The results of the study show that there is a positive and significant influence between compensation and the work environment on employee performance. The magnitude of the effect of compensation and work environment on employee performance simultaneously is 44.3% and the remaining 55.7% is influenced by other variables not examined. Partially, the magnitude of the influence of compensation on employee performance is equal to 27.3%, and the influence of the work environment on employee performance is equal to 17%, so it can be concluded that the work environment has the greatest influence on employee performance.

Keywords: Work Environment, Compensation and Employee Performance