

ABSTRACT

This thesis is entitled "The Influence of Compensation and Work Discipline on Employee Performance". This research was carried out based on the declining performance assessment of employees at the Bandung City Education Office.

Based on Law Number 12 of 2008 concerning the second amendment to Law Number 32 of 2004 concerning Regional Government, it is stated that education is one of the areas of government that must be implemented by Regency/City.

Apart from that, the legal basis for administering government and implementing development, Bandung City Regional Regulation Number 08 of 2016 concerning the Formation and Organizational Structure of Bandung City Regional Services has also been stipulated. And Bandung Mayor Regulation Number 1380 of 2016 concerning Position, Organizational Structure, Duties and Functions and Work Procedures of the Education Service.

The regional development program is a regional head's strategic program or agenda during the RPJMD period which will be a priority or target for five (5) years which is directly dedicated to achieving regional targets. In its implementation, regional development programs are carried out in the administration of affairs that fall under regional authority.

This research aims to find out how much influence compensation and work discipline have on employee performance at the Bandung City Education Service. As well as to answer problem formulations regarding compensation, work discipline and employee performance. The research method used was descriptive and verification method with a sample size of 63 people. Testing research instruments uses validity and reliability tests. The data analysis method used is multiple linear regression analysis, multiple correlation, coefficient of determination.

The research results show that there is a positive and significant influence between compensation and work discipline on employee performance. The magnitude of the influence of compensation and work discipline on employee performance is simultaneously 84.8% and the remaining 15.2% is influenced by other variables not studied. Partially, the influence of compensation on employee performance is 13.3% and the influence of work discipline on employee performance is 71.5%, so it can be concluded that work discipline has the greatest influence on employee performance.

Keywords: Compensation, Work Discipline, and Employee Performance.