

## **ABSTRACT**

*This research began with the discovery of problems on poor employee performance at CV. Tani Mukti Mandiri. This is because there are several factors that still require more attention from the company. This study aims to determine the effect of compensation, workload, and work motivation on employee performance at CV. Tani Mukti Mandiri. The research method used is descriptive and verification method with total sample of 50 respondents. Data collection techniques used are observation, interviews, and distributing questionnaires. The data analysis method used is classic assumption test, multiple linear regression analysis, multiple correlation analysis, coefficient of determination analysis, and hypothesis testing (F test and t test) used SPSS 25 software tools. The results of this study indicate that there is a positive and significant influence between compensation, workload, and work motivation on employee performance either simultaneously or partially. The magnitude of the influence of compensation, workload, and work motivation on employee performance simultaneously by 70,5%. Partially, the influence of compensation on employee performance by 25,98%, the influence of workload on employee performance by 19,51%, the influence of work motivation on employee performance by 25,01%.*

**Keywords : Compensation, Workload, Work Motivation, Employee Performance**