

ABSTRACT

West Java Regional Police Based on the tasks mentioned, the National Police has a very important role in managing human resources, especially National Police employees, so that all regulations applicable to National Police employees can run smoothly, therefore work professionalism is needed, one of the indicators of which is employee performance. One of the areas in the spotlight because the coverage area and demographic population are very diverse and varied is the West Java Regional Police . This study began with the discovery of problems in employee performance, the problems seen in this study are employee performance caused by Compensation and Career Development This study aims to determine how much influence Compensation and Career Development have on employee performance at the Human Resources (HR) Bureau of the West Java Regional Police, both partially and simultaneously. The research method used is descriptive and verification with a sample size of 100 respondents. The data collection techniques used are observation, interviews, and distributing questionnaires. The analysis method used is the Method of Successive Internal (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination. The results of the study indicate that there is a significant influence between Compensation and Career Development on Employee Performance at the Human Resources Bureau (HR) of the West Java Regional Police simultaneously by 83,2%. Partially, the influence of Compensation on employee performance is 41,2%, the influence of Career Development on employee performance is 41,9%. So it can be concluded that Career Development has a greater influence on Employee Performance at the Human Resources Bureau (HR) of the West Java Regional Police.

Keyword : Compensation, Career development, Employee performance