

ABSTRACT

This study aims to determine the effect of compensation and the work environment on employee performance at the North Bandung Cattle Breeders Cooperative (KPSBU) in Lembang. The research method used was descriptive and verification, with a sample of 71 respondents. The data analysis and hypothesis testing methods used were multiple linear regression analysis, multiple correlation analysis, simultaneous coefficient of determination and partial coefficient of determination, simultaneous hypothesis testing and partial hypothesis testing.

The results showed a positive and significant effect between compensation and the work environment on employee performance at the North Bandung Cattle Breeders Cooperative (KPSBU) in Lembang. The simultaneous effect was 55.7%. The partial effect of compensation on employee performance was 22.4%, and the partial effect of the work environment on employee performance was 33.2%.

Keywords: *Compensation, Work Environment, and Employee Performance*