

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh perencanaan sdm, pengawasan kerja dan kompensasi terhadap kinerja mitra BPS Kabupaten Cianjur , baik secara parsial maupun simultan. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan jumlah sampel sebanyak 100 responden. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dan kuesioner. Analisis data menggunakan metode successive interval (MSI), regresi linear berganda, korelasi berganda, koefisien determinasi, serta uji F dan uji t. Hasil penelitian menunjukkan bahwa kompensasi, komunikasi, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Secara simultan, pengaruh ketiga variabel tersebut terhadap kinerja karyawan sebesar 89,3%. Secara parsial, pengaruh perencanaan sdm sebesar 27,42%, pengawasan kerja sebesar 39,20%, dan kompensasi kerja sebesar 22,60%.

**Kata Kunci: Perencanaan SDM, Pengawasan Kerja, Kompensasi Dan Kinerja Mitra BPS**

## **ABSTRACT**

*This study aims to determine the influence of human resource planning, work supervision and compensation on the performance of BPS Regency Cianjur, both partially and simultaneously. The research method used was descriptive and verifiable with a sample of 100 respondents. Data collection techniques were carried out through observation, interviews, and questionnaires. Data analysis used the successive interval (MSI) method, multiple linear regression, multiple correlation, determination coefficient, as well as F test and t test. The results of the study show that compensation, communication, and work discipline have a positive and significant effect on employee performance. Simultaneously, the influence of these three variables on employee performance was 89.3%. Partially, the influence of HR planning was 27.42%, work supervision was 39.20%, and work compensation was 22.60%.*

**Keywords:** *HR Planning, Work Supervision, Compensation and Performance of Mitra BPS*