

ABSTRACT

Ibnu Rusadi. 2014, Thesis. Title: "Influence of Compensation On Performance of employees (Case study in "UD GEMILANG")"

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The existence of human resources in a company plays an important role. The business world is now required creating high employee performance for the development of the company. The company should be able to build and improve performance in the environment. In improving the performance of employees the company conducts several ways such as the provision of adequate compensation, motivation, creating a conducive working environment, education, and training. Today, increasingly intense business competition level resulted in the company faced with the challenge to be able to maintain viability. This research was conducted at UD. GEMILANG. This study uses Compensation as independent variables, the purpose of this study was to analyze the effect of compensation on performance of employee. of the research analysis results: employee's performance will increase every additional of X1 (direct financial compensation). So, if direct financial compensation has increased, then the employee's performance will increase with the assumption that the other variables considered act constant. employees performance will be increased for each additional X2 (indirect financial compensation), so if indirect financial compensation has increased, it will increase employee performance by assuming other variables considered as constant.

Based on the above analysis, it is known that the contribution volume of independent variables on the dependent variable, are direct financial compensation amounting to 0.680, indirect financial compensation amounting to 0.547. So it can be concluded that the direct financial compensation and financial compensation are have a positive relationship to employee's performance. In other words, if direct financial compensation and indirect financial compensation increased it, will be followed by the increasing in employee performance