

***EFFECT OF COMPETENCY AND COMPENSATION ON EMPLOYEE
PERFORMANCE***

(Case Study at UD. Abadi Jaya Muebel)

ABSTRACT

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The purpose of this study was to determine the effect of competence and compensation on the performance of UD employees. Abadi Jaya Muebel. Data collection is done by distributing questionnaires. This study uses a quantitative approach with explanatory research methods which are carried out through data collection in the field. The population is the research employee of the production division who sells 34 employees. The sampling technique used was the saturated sample technique. The data analysis method used validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis testing through t test and coefficient of determination (R²). This study obtained the results that competence has a positive and significant effect on employee performance, while compensation has a positive and significant effect on the performance of employees in the production department at UD. Abadi Jaya Muebel.

Keywords: competence, compensation, employee performance