ABSTRACT

One factor influenced the employee performance is compensation factor, which consists of financial compensation and non financial compensation. The main objective of this research was to find out how big the effect of compensation factor influenced the employee performance and also to find out what compensation was it. By using multiple regression analysis, compensation factor as dependent variable and employee performance as dependent variable, the result of this research indicate that compensation variable have significantly influenced the employee performance as 65,5% and the most dominant compensation variable was compensation non financial.

Keywords : financial compensation, non financial compensation, employee performance