

ABSTRACT

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THE INFLUENCE OF COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT.KIAN SUKSES MANDIRI BELITUNG

This research aims to analyze the influence of compensation and work discipline on employee performance at PT Kian Sukses Mandiri Belitung. Employee performance evaluation data from 2021 to 2023 shows a decline in performance from 90.5% in 2021 to 82% in 2023. Factors such as uncertainty in overtime pay and additional working time contribute to the decline in performance. The study's recommendations include increasing transparency and consistency in supplemental payments to improve employee performance and satisfaction. It is hoped that the results of this research can help PT Kian Sukses Mandiri improve employee performance and achieve company goals optimally.

Keywords: *employee performance, compensation, work discipline*