

## ABSTRACT

*In this millennium era, the development of information technology is increasingly rapid which can lead to various industrial sector competitions in various fields. This situation provides input for the company in managing and updating the existing resource arrangements in the company. One of them is to increase the quality of human resources (employees). The importance of performance in an organization is a measure of the success or failure of the organizational goals that have been set. One of the factors that affect performance, namely compensation and work motivation. Compensation and motivation can support the work of employees and employees will have the mentality to push themselves to achieve maximum performance. The effect of compensation and motivation on employee performance at PT. Mangala Jaya Utama is very large, because compensation and motivation are the main driving factors in supporting employee performance, and it is shown in the company's revenue data which decreased from 2018 to 2019 when compensation and motivation factors from employees were not good.*

**Keywords :** *Compensation, Motivation, Performance, Work*