ABSTRACT

This study aims to determine the effect of compensation and morale on the performance of employees at the Bank’s Branch Office Unit Medan Deli. The variable in this study is comprised of variable performance and variable compensation and variable morale as independent variables. This study uses a quantitative method with SPSS version 15.0. This research uses multiple regression analysis. The population in this study is that all employees of Bank Danamon Branch Unit Medan deli. The sample in this study amounted to 50 employees with deployment of data collection questionnaire.

From the research data obtained Bahwan Morale positive influence on employee performance compensation whereas no positive effect. From the statistical test data that morale (0.000) with a significantly smaller extent than the value of $\alpha = 0.05$ this means that morale has a significant influence on employee performance and while the value of compensation of (0.591) with significance level $\alpha = 0.05$ this indicates that the value of the compensation does not affect the performance of the employee. And the testing of coefficient of determination that the data obtained value $R = 0.574$, it shows the effect of compensation and morale on the performance of employees at Bank Danamon Branch Unit Vice Medan Deli of 57.4% and the remaining 42.6% (100% - 57.4 %) that could not be explained by factors - other factors not included in this study.

Keywords: Compensation, Morale, Performance