

## ABSTRACT

# **THE EFFECT OF FINANCIAL COMPENSATION AND COMPETENCY ON EMPLOYEE WORK PRODUCTIVITY AT PT. BERJAYA TAPIOKA INDONESIA**

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Production employee work productivity at PT. South Indonesia's Tapioca was a triumph in 2022 when employees could not achieve the production targets set by the company, which caused profits of the company to decline. This research aims to determine the influence of Financial Compensation and Competence on Productivity. The type of research used in this research is a type of quantitative research using associative methods. The data used was primary data obtained from distributing questionnaires. The data were analyzed using multiple linear regressions. The population in this study was 88 employees using a purposive sampling technique and obtained respondents totaling 35 production employees. Test analysis requirements data using normality test, linearity test, and heteroscedasticity tests. This research found that Financial Compensation has a positive effect on productivity; competence has a positive effect on productivity both partially and simultaneously.

**Keywords:** Financial Compensation, Competence, Productivity.