

## **ABSTRACT**

*The purpose of this study is to analyze the influence of job insecurity and compensation satisfaction on employee performance (Study on the contract employees of PT. Bank Rakyat Indonesia Semarang Branch Patimura and the Work Unit).*

*Samples used in this study is that contract employees PT. Bank Rakyat Indonesia Semarang Branch Patimura and the Work Unit. The method of sampling used is by Simple Random Sampling, method data analysis used are multiple linear regression analysis, using SPSS program.*

*Results of hypothesis testing, shows that the variables: the job insecurity negatively on employee performance. Compensation satisfaction has positive influence on employee performance. The result of the small value of the coefficient of determination indicates that the ability of independent variables (job insecurity and compensation satisfaction) in explaining the dependent variable (employee performance) is very limited.*

*Keywords: Job Insecurity and compensation satisfaction on employee performance*