

# Empowering Performance: How Competency and Compensation Drive Success

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**Abstract.** The aim of this research was to assess the impact of competency and compensation on employee performance at PT. Karyaputra Suryagemilang Makassar. The study focused on variables such as competency (X1), compensation (X2), and performance (Y). A sample of 37 respondents, excluding the Project Manager, was surveyed using quantitative methods. Primary data was collected through questionnaires. Various tests including Data Validity Test (DVT), Data Reliability Test (DRT), Multi-Linearity Test (MRT), Multi-Hetero-Cultural Test (MCT), Multiple Linear Regression Analysis (MLRA), Simultaneous Impact Test (FAT), Partial Impact Test (T), and R<sup>2</sup> Simultaneous Determination Test were conducted. The findings suggest that, among other factors, employee job satisfaction significantly and positively correlates with their overall performance at PT. Karyaputra Suryagemilang Makassar.

**Keywords:** competency, compensation, performance, HRM