This study’s aims to analyze the implications of the application of variable compensation and discipline of work on employee productivity. This research was conducted at PT Great Giant Pineapple Central Lampung on employees at the security department. This study used 77 respondents employees of samples. The benefits of this research are expected to provide the input of the company to making policies researcher about compensation and employee’s work discipline. The type of this research used is an explanatory research. The analysis of data in this study using multiple linear regression techniques by the means of SPSS 16. And the tests of this study using test R, F test and t test. The results showed that partially, for variable compensation ($X_1$) showed significant effect on employee’s productivity, work discipline variable ($X_2$) showed significant effect on employee productivity ($Y$). And simultaneously variable compensation and work discipline showed significant effect on employee’s productivity.

Keywords: Compensation, Work Discipline and Employee’s Productivity