

ABSTRACT

This study aims to analyze the mediating role of Job Satisfaction on the Influences of employee Work Motivation and Compensation to Employee Performance at PT. Sidomulyo Selaras Tbk. This research is a causal design, the approach taken is the quantitative method. This study used a saturated sampling technique. The sample in this study are 52 employees of PT. Sidomulyo Selaras Tbk. In this study, data testing was carried out using the help of the Smart-PLS version 3.0 PLS application. The result showed that Work Motivation has a positive and significant influence on Employee Performance. Meanwhile, Compensation has no influence on Employee Performance. Work Motivation and Compensation have a positive and significant influence on Job Satisfaction. In contrast, Job Satisfaction has no influence on Employee Performance. In addition, Job Satisfaction cannot be the mediating variable on the influences of employee Work Motivation and Compensation to Employee Performance at PT. Sidomulyo Selaras Tbk.

Keywords: Work Motivation, Compensation, Job Satisfaction, Employee Performance