

ABSTRACT

This study aims to analyze the influence of compensation and work stress on employee performance through job satisfaction as an intervening variable. The population in this study were 132 permanent employees of Mall ABC Bekasi. The sampling method used a non-probability sampling technique and saturated sampling. A questionnaire was distributed to 132 employees of Mall ABC Bekasi, with the rate of return 59.09% or 78 respondents. Methods of data collection using survey methods, with the research instrument of a questionnaire. The data analysis used is descriptive analysis by analyzing the data through the Partial Least Square (PLS) application with the SmartPLS 3.0 program. The results of this study indicate that in Mall ABC Bekasi: (1) Compensation has a significant and positive influence on Job Satisfaction, (2) Work Stress has a negative and significant influence on Job Satisfaction, (3) Job Satisfaction has a positive and insignificant influence on Employee Performance, (4) Compensation has a positive and significant influence on Employee Performance, (5) Work Stress has a positive and insignificant influence on Employee Performance, (6) Job Satisfaction cannot mediate the influence of Compensation on Employee Performance, (7) Job Satisfaction cannot mediate the influence of Work Stress on Employee Performance.

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

