

ABSTRACT

The purpose of this study was to analyze the effect of e-performance and compensation systems on employee performance through motivation as an intervening variable in the Naval Personnel Staff environment. The population in this study were Navy Personnel Staff employees, with a total of 113 employees. The technique of determining the sample using Slovin calculations resulted in a sample of 89 employees. Methods of data collection use primary data collected through questionnaires and secondary data collected through organizational data and research journals. The data analysis method uses descriptive analysis and structural equation model partial least squares analysis (SEM-PLS). The results of the analysis show that the e-performance system has a positive and significant effect on motivation, compensation has a positive and significant effect on motivation, the e-performance system has a positive and significant effect on employee performance, compensation has a positive and significant effect on employee performance, motivation has a positive and significant effect on employee performance, the e-performance system has a positive and significant effect on employee performance through motivation as an intervening variable, and compensation does not affect employee performance through motivation as an intervening variable.

Keywords: E-Performance System, Compensation, Motivation, and Employee Performance.

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ABSTRAK

Tujuan dalam penelitian ini adalah untuk menganalisis pengaruh sistem e-kinerja dan kompensasi terhadap kinerja pegawai melalui motivasi sebagai variabel *intervening* di lingkungan Staf Personalia Angkatan Laut. Populasi dalam penelitian ini adalah pegawai Staf Personalia Angkatan Laut dengan jumlah sebanyak 113 pegawai. Teknik penentuan sampel menggunakan perhitungan Slovin yang dihasilkan sampel sebanyak 89 pegawai. Metode pengumpulan data menggunakan data primer melalui kuesioner dan data sekunder melalui data organisasi dan jurnal penelitian. Metode analisis data menggunakan analisis deskriptif serta analisis *structural equation model partial least square* (SEM-PLS). Hasil analisis menunjukkan bahwa sistem e-kinerja berpengaruh positif dan signifikan terhadap motivasi, kompensasi berpengaruh positif dan signifikan terhadap motivasi, sistem e-kinerja berpengaruh positif dan signifikan terhadap kinerja pegawai, kompensasi berpengaruh positif dan signifikan terhadap kinerja pegawai, motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai, sistem e-kinerja berpengaruh positif dan signifikan terhadap kinerja pegawai melalui motivasi sebagai variabel *intervening*, serta kompensasi tidak berpengaruh terhadap kinerja pegawai melalui motivasi sebagai variabel *intervening*.

Kata Kunci: Sistem E-Kinerja, Kompensasi, Motivasi, dan Kinerja Pegawai.

