

ABSTRACT

This study aims to analyze factors that affect employee performance, including Work Motivation, Career Development, Compensation, and Job Satisfaction. This study also wants to analyze the effect of work motivation, career development, and compensation on job satisfaction and analyze how job satisfaction mediates the effect of work motivation, career development, and compensation on employee performance. This study used a quantitative approach through questionnaires to 162 respondents with a Likert scale with analysis using SEM-PLS (Structural Equation Modelling-Partial Least Square). Based on the analysis of this study, the results were obtained that: 1) Work motivation has a positive and significant effect on employee performance; 2) Career development has a positive and significant effect on employee performance; 3) Compensation has no significant effect on employee performance; 4) Job satisfaction does not have a significant effect on employee performance; 5) Work motivation has a positive and significant effect on job satisfaction; 6) Career development has a positive and significant effect on job satisfaction; 7) Compensation has a positive and significant effect on job satisfaction; 8) Job satisfaction does not mediate the effect of work motivation on employee performance; 9) Job satisfaction does not mediate the effect of career development on employee performance; 10) Job satisfaction does not mediate the effect of compensation on employee performance.

Keywords: Motivation Work, Development Career, Compensation, Satisfaction Work, Performance employee.

ABSTRAK

Penelitian ini bertujuan untuk menganalisis faktor-faktor yang mempengaruhi kinerja pegawai, diantaranya: Motivasi Kerja, Pengembangan Karier, Kompensasi dan Kepuasan Kerja. Penelitian ini juga ingin menganalisis pengaruh motivasi kerja, pengembangan karier dan kompensasi terhadap kepuasan kerja serta menganalisis bagaimana kepuasan kerja memediasi pengaruh motivasi kerja, pengembangan karier dan kompensasi terhadap kinerja pegawai. Penelitian ini menggunakan pendekatan kuantitatif melalui kuesioner kepada 162 responden dengan skala Likert dengan analisis menggunakan SEM-PLS (*Structural Equation Modelling-Partial Least Square*). Berdasarkan analisis pada penelitian ini diperoleh hasil bahwa : 1) Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai; 2) Pengembangan karier berpengaruh positif dan signifikan terhadap kinerja pegawai; 3) Kompensasi tidak berpengaruh signifikan terhadap kinerja pegawai; 4) Kepuasan kerja tidak berpengaruh signifikan terhadap kinerja pegawai; 5) Motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan kerja; 6) Pengembangan karier berpengaruh positif dan signifikan terhadap kepuasan kerja; 7) Kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja; 8) Kepuasan kerja tidak memediasi pengaruh motivasi kerja terhadap kinerja pegawai; 9) Kepuasan kerja tidak memediasi pengaruh pengembangan karier terhadap kinerja pegawai; 10) Kepuasan kerja tidak memediasi pengaruh kompensasi terhadap kinerja pegawai.

Kata kunci: Motivasi Kerja, Pengembangan Karier, Kompensasi, Kepuasan Kerja, Kinerja Pegawai.