

ABSTRACT

This study aims to analyze the influence of rewards and competency on employee performance through job satisfaction as an intervening variable. The population in this study were 50 permanent employees' of PT XYZ. The sampling method used a non-probability sampling technique and saturated sampling. A questionnaire was distributed to 50 employees' PT XYZ, with the rate of return 154% or 77 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 PT XYZ: (1) Reward has a significant and positive influence on Job Satisfaction, (2) Competency has a positive and significant influence on Job Satisfaction, (3) Job Satisfaction has a positive and insignificant influence on Employee Performance, (4) Reward has a negative and insignificant influence on Employee Performance, (5) Competency has positive and significant influence on Employee Performance, (6) Job Satisfaction cannot mediate the influence of Reward on Employee Performance, (7) Job Satisfaction cannot mediate the influence of Competency on Employee Performance

Keywords: PT XYZ, Reward, Competency, Employee Performance, Job Satisfaction



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