

The Influence of Compensation and Motivation on Employee Performance with Job Satisfaction as an Intervening Variable at PKS Sei Baruhur PTPN IV Regional I

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ABSTRACT

This study aims to analyze The Influence of Compensation and Motivation on Employee Performance with Job Satisfaction as an Intervening Variable at PKS Sei Baruhur PTPN IV Regional I. This study uses a quantitative approach with the Partial Least Square analysis method to test the relationship between variables. Secondary data used were obtained from questionnaires, with samples selected using the Structural Equation Modeling technique. The results of the study indicate that job security and organizational commitment have a positive effect on turnover intention and its impact on the performance of outsourcing employees.

Keywords : Compensation and Motivation, Employee Performance, Job Satisfaction, Outsourcing.