

ABSTRACT

This research aims to examine the effect of motivation and work discipline on employee performance through job satisfaction as an intervening variable at PT SAI Apparel Industries Semarang. The data sources in this study are primary data through the distribution of research questionnaires, as well as secondary data through journals, books, and relevant data obtained from the company. This study uses a population of employees of PT SAI Apparel Industries Semarang.

The research was conducted by distributing questionnaires to 100 people who work at PT SAI Apparel Industries Semarang, both men and women. The data collection method used in this study was the distribution of questionnaires. The analytical tool used in this research is Structural Equation Modeling (SEM).

The result of the research through SEM analysis shows that work motivation variable has a significant positive effect on the employee performance, and has a significant positive effect on job satisfaction. Besides, work discipline has a significant positive effect on the employee's performance and has a significant positive effect on job satisfaction. In addition, it is also known that job satisfaction variable can mediate the relation between work motivation and work discipline on the employee performance.

Keyword : Work Motivation, Work Discipline, Job Satisfaction, Employee Performance