

ABSTRACT

The current uncertain world changes require all companies to work extra, so companies really expect their employees to perform better and more efficiently. Seeing these conditions, this study aims to determine the effect of competence and compensation satisfaction on employee performance with work motivation as an intervening variable on employees of PT Prioritas Group Semarang Branch with a sample size of 95 employees.

Translated with DeepL.com (free version) This research data collection method is the distribution of questionnaires with sample sizes using a five Likert scale. Data analysis techniques using Structural Equation Model (SEM). This data analysis is calculated through the SmartPLS version 3.2.9 application.

The results showed that competence has a positive significant effect on employee performance and compensation satisfaction has a positive significant effect on employee performance. Competence has a positive significant effect on work motivation, but compensation satisfaction has no effect or insignificant negative effect on work motivation. Work motivation has a positive significant effect on employee performance. Work motivation can't mediate or become an intervening variable in each exogenous variable (competence and compensation satisfaction) on the endogenous variable, namely employee performance.

Keywords: Competence, Work Motivation, Compensation Satisfactions, Employee Performance