

ABSTRACT

This study aims to analyze the effect of training and compensation on employee engagement, with job satisfaction as a mediating variable at PT. BPR Arto Moro. A quantitative approach was employed using a case study strategy and purposive sampling technique, involving 50 respondents out of 160 permanent employees. Data were collected through questionnaires and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4.0 software. The findings reveal that training has a positive and significant effect on both employee engagement and job satisfaction. Compensation has a significant positive effect on job satisfaction but does not significantly affect employee engagement. Furthermore, job satisfaction does not mediate the relationship between training or compensation and employee engagement. These results indicate that training has a stronger direct influence on employee engagement, while compensation tends to affect only job satisfaction without contributing directly to employee engagement.

Keywords: *Training, Compensation, Job Satisfaction, Employee Engagement, BPR Arto Moro*