

ABSTRACT

Employees Performance in an organization is influenced by many factors, including job training, compensation and motivation. Employees who receive compensation as expected will motivate employees to increase their performance, as well as training. Training appropriate to the job will enhance the ability of the employee, so that the performance owned will also increase.

The purpose of this study was to determine the effect of job training and compensation to employee performance with work motivation as an intervening variable. The population in this study are employees of Trax FM Semarang with the number 35. This study uses data analysis using PLS (Partial Least Square).

The results of this study indicate that job training and compensation have no effect on employee performance Trax FM Semarang. Compensation and job training also have no impact on employee motivation Trax FM Semarang. Work motivation variable influence on employee performance. Variable job training, compensation and motivation to contribute 41.3% of the variation occurred in the performance of employees, while variable job training and compensation contributed only 17% of the variation that occurs in employee motivation.

Keywords: Job Training, Compensation, Motivation, Employee Performance