

ABSTRACT

The purpose of this research was to analyze the influences of quality of work life towards employee performance through the mediating role of employee motivation. The selected research object in this study are the employee's of Perum Perhutani Industri Kayu Unit Brumbung Kabupaten Demak.

Data were collected through questionnaires which were filled by independently of the 135 respondents whom were chosen using sensus method. All collected data will be analyzed by Structural Equation Modeling (SEM) as the analytical tool from AMOS software.

The results of this study prove and conclude that : (1) Fairness compensation has significantly positive effect on employee motivation, (2) Career development does not related on employee motivation, (3) Communication has significantly positive effect on employee motivation, (4) Fairness compensation has significantly positive effect on employee performance, (5) Career development has significantly positive effect on employee performance, (6) Communication does not related on employee performance, (7) Employee motivation has significantly positive effect on employee performance, (8) Fairness compensation has significantly positive effect on employee performance through employee motivation, (9) Career development does not related on employee performance through employee motivation, and (10) has significantly positive effect on employee performance through employee motivation.

Keywords : Quality of Work Life, Fairness Compensation, Career Development, Communication, Employee Performance, Employee Motivation.