

ABSTRACT

The purpose of this research is to investigate the effects of motivation of work and job satisfaction on the performance of employees and also the influence of work discipline on the performance of employees. The study was conducted at Koperasi Simpan Pinjam dan Pembiayaan Syariah Baitul Maal Wat Tamwil Bina Ummat Sejahtera head office, the respondents used as many as 120 employees. Data is processed using the Structural Equation Modelling (SEM) which assisted by application program of Analysis of Moment Structure (AMOS) version 22.0.

Based on the results of the analysis work inferred motivation have had a positive impact on work discipline proven through the testing of value that produces $CR = 2,624$; Job satisfaction has a positive effect on work discipline ($CR = 2,227$); motivation work has a positive effect on performance of employee ($CR = 2,593$); Job satisfaction not affect or not significantly to employee performance proved through tests produce value $CR = 0,013$ and work discipline has a positive effect on employe performance ($CR = 2,50$)

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