

ABSTRACT

Companies in competing will form employees to have a work discipline attitude so that the company's performance can run well. Employees who are not disciplined will be warned and even terminated because it can reduce company productivity. This study aims to determine the effect of supervision and compensation on employee performance with work discipline as an intervening variable at the research object of PT. Kusuma Jaya Group Brebes.

This study uses primary data sources through distributing questionnaires with non-probability sampling methods and using random sampling techniques and supported by secondary data in the form of journal and book references. The sample in this study were employees at PT. Kusuma Jaya Group Brebes again collected 92 respondents. Partial Least Square with SmartPLS application is an analytical technique used in this study which aims to determine the path coefficient and the direct or indirect effect of variables on endogenous variables.

The results of this study indicate that supervision has a positive effect on employee performance and work discipline and compensation has an effect on employee performance and work discipline and work discipline has a positive effect on employee performance. In addition, the work discipline variable can mediate an indirect relationship between supervision on employee performance and mediate an indirect relationship between compensation and employee performance.

Keywords: Supervision, Compensation, Work Discipline and Employee Performance