

ABSTRACT

THE INFLUENCE LEADERSHIP AND COMPENSATION ON EMPLOYEE PERFORMANCE WITH MOTIVATION AS AN VARIABLE INTERVENING IN THE COMPANY'S CV. MANDIRI BAJA MULIA

This study aims to analyze the effect of leadership and compensation on employee performance with motivation as an intervening variable in the company's CV. Mandiri Baja Mulia In this study there are four variables namely Leadership (X1), Compensation (X2), Motivation (Z), and Employee Performance (Y). The sample in this study was 50 employees CV. Mandiri Baja Mulia. Data analysis technique used. is the Partial Least Square Structural Equation Model with the help of SmartPLS version 3.0 software. Data collection techniques with questionnaires.

The results of this study indicate that 1.) leadership has no significant effect on motivation, 2.) leadership has a significant effect on employee performance, 3.) compensation has a significant effect on motivation, 4.) compensation has no significant effect on employee performance, 5.) motivation significant effect on employee performance, and 6.) motivation does not have a role as a mediating variable in this study.

Key Words : Leadership, compensation, motivation, performance.