

## **ABSTRACT**

*This study aims to determine influence the has compensation and organizational culture have on employee performance at PT Sawit Pasaman Barat with work motivation as an intervening variable. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires as many as 55 respondents.*

*The results of the data analysis concluded, there is a positive and significant effect of Compensation on Work Motivation, there is a positive and significant effect of Organizational Culture on Work Motivation, there is a positive and insignificant effect of Compensation on Employee Performance, there is a positive and insignificant effect of Organizational Culture on Employee Performance, there is positive and significant effect of Work Motivation on Employee Performance, there is a positive and significant influence of Compensation on Employee Performance through Work Motivation, there is a positive and significant influence of Organizational Culture on Employee Performance through Work Motivation.*

***Keywords: Compensation, Organizational Culture, Work Motivation and Employee Performance.***

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh kompensasi dan budaya organisasi terhadap kinerja karyawan PT Sawit Pasaman Barat dengan motivasi kerja sebagai variabel intervening. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 55 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif dan signifikan Kompensasi terhadap Motivasi Kerja, terdapat pengaruh positif dan signifikan Budaya Organisasi terhadap Motivasi Kerja, terdapat pengaruh positif dan tidak signifikan Kompensasi terhadap Kinerja Karyawan, terdapat pengaruh positif dan tidak signifikan Budaya Organisasi terhadap Kinerja Karyawan, terdapat pengaruh positif dan signifikan Motivasi Kerja terhadap Kinerja Karyawan, terdapat pengaruh positif dan signifikan Kompensasi terhadap Kinerja Karyawan melalui Motivasi Kerja, terdapat pengaruh positif dan signifikan Budaya Organisasi terhadap Kinerja Karyawan melalui Motivasi Kerja.

**Kata Kunci : Kompensasi, Budaya Organisasi, Motivasi Kerja dan Kinerja Karyawan.**