

ABSTRAK

ALDI JANISA PUTRA, 18101155310054, Jurusan Manajemen, Tahun 2022, Pengaruh Kompensasi, Motivasi kerja, dan *Leader Member Exchange* terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai variabel intervening pada PT. BPR Gema Peisisir, di bawah bimbingan Bapak Dr. YULASMI S.E., M.M dan Ibuk PUTRI AZIZI S.E., M.M. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Kompensasi, Motivasi Kerja dan *Leader Member Exchange* secara bersama-sama dan parsial terhadap Kepuasan Kerja dan seberapa besar pengaruh Kompensasi, Motivasi kerja, *Leader Member Exchange* Kepuasan Kerja terhadap Kinerja Karyawan. Metode pengumpulan data melalui survei dan mengedarkan kusioner. Metode analisis yang digunakan adalah uji validitas dan realibilitas, analisis korelasi, analisis regresi linear berganda, untuk uji hiotesis digunakan uji t dan uji f. Dari hasil analisis regresi terdapat dua model persamaan yaitu model persamaan satu $Z = 1,048 + 0,327 X_1 + 0,634 X_2 + 0,020 X_3 + e$ dan model persamaan dua $Y = 3,076 + 0,015 X_1 + 0,037 X_2 + 0,276 X_3 + 0,432 Z + e$, maka berdasarkan uji parsial (uji t) diperoleh: (a) Kompensasi berpengaruh signifikan terhadap Kepuasan Kerja. (b) Motivasi Kerja berpengaruh signifikan terhadap Kepuasan Kerja. (c) *Leader Member Exchange* berpengaruh tidak signifikan terhadap Kepuasan Kerja pegawai. (d) Kompensasi berpengaruh tidak signifikan terhadap Kinerja Karyawan. (e) Motivasi Kerja berpengaruh tidak signifikan terhadap Kinerja Karyawan. (f) *Leader Member Exchange* berpengaruh signifikan terhadap Kinerja Karyawan. (g) Kepuasan Kerja berpengaruh signifikan terhadap Kinerja Karyawan. (h) Kompensasi berpengaruh signifikan terhadap Kinerja Karyawan melalui Kepuasan Kerja. (i) Motivasi Kerja berpengaruh signifikan terhadap Kinerja Karyawan melalui Kepuasan Kerja. (j) *Leader Member Exchange* berpengaruh tidak signifikan terhadap Kinerja Karyawan melalui Kepuasan Kerja.

Kata Kunci : Kompensasi, Motivasi Kerja, *Leader Member Exchange*,

Kinerja Karyawan Dan Kepuasan Kerja

ABSTRACT

ALDI JANISA PUTRA, 18101155310054, Department of Management, 2022, *Effect of Compensation, Work Motivation, and Leader Member Exchange on Employee Performance with Job Satisfaction as an intervening variable at PT. BPR Gema Peisisisir, under the guidance of Dr. YULASMI S.E., M.M and Ms. PUTRI AZIZI S.E., M.M.* This study aims to determine how much influence Compensation, Work Motivation and Leader Member Exchange together and partially on Job Satisfaction and how much influence Compensation, Work Motivation, Leader Member Exchange Job Satisfaction has on Employee Performance. The method of collecting data is through surveys and distributing questionnaires. The analytical method used is validity and reliability test, correlation analysis, multiple linear regression analysis, to test the hypothesis used *t* test and *f* test. From the results of the regression analysis there are two equation models, namely the one equation model $Z = 1.048 + 0.327 X_1 + 0.634 X_2 + 0.020 X_3 + e$ and the second equation model $Y = 3.076 + 0.015 X_1 + 0.037 X_2 + 0.276 X_3 + 0.432 Z + e$, then based on the test partial (*t* test) obtained: (a) Compensation has a significant effect on job satisfaction. (b) Work Motivation has a significant effect on Job Satisfaction. (c) Leader Member Exchange has no significant effect on employee job satisfaction. (d) Compensation has no significant effect on Employee Performance. (e) Work Motivation has no significant effect on Employee Performance. (f) Leader Member Exchange has a significant effect on Employee Performance. (g) Job Satisfaction has a significant effect on Employee Performance. (h) Compensation has a significant effect on employee performance through job satisfaction. (i) Work Motivation has a significant effect on Employee Performance through Job Satisfaction. (j) Leader Member Exchange has no significant effect on Employee Performance through Job Satisfaction.

Keywords: *Compensation, Work Motivation, Leader Member Exchange, Employee Performance And Job Satisfaction*