

ABSTRACT

This research aimed to find out and analyze the effect of compensation and work discipline on employees' performance, with work motivation as the intervening variable at CV Konsep Global Media. The independent variables were compensation and work discipline. While the dependent variable was employees' performance. Moreover, work motivation was the intervening variable.

The research was quantitative. The population was employees at CV Konsep Global Media consisting of 45 people. Furthermore, the data collection technique used saturated sampling, in which the sample was all members of the population. The data analysis technique used PLS (Partial Least Square) with SmartPLS 3.0.

The result concluded that compensation had a positive and significant effect on employees' performance. Work discipline had a positive and significant effect on employees' performance. Additionally, compensation had a positive and significant effect on work motivation. Work discipline had a positive and significant effect on employees' performance. In addition, work motivation as the intervening variable could not mediate the effect of compensation positively but was insignificant to employees' performance. Likewise, work motivation as the intervening variable could not mediate the effect of work discipline positively but was insignificant to employees' performance.

Keywords: *Compensation, Work Discipline, Work Motivation, Employees' Performance*



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