ABSTRAK

Penelitian ini bertujuan untuk mengetahui *work condition* terhadap *job performance* dan kepuasan kerja, *job satisfaction* terhadap *job performance* dan *motivation* memoderasi *job satisfaction* dan *job performance*. Jenis penelitiannya adalah kuantitatif. Teknik pengumpulan datanya menggunakan kuesioner dengan skala Likert nilai 1-5. Obyek penelitiannya adalah PT. XYZ. Teknik samplingnya menggunakan sensus sampling adalah karena penelitian ini membutuhkan responden yang memiliki karakteristik tertentu yaitu sebagai karyawan dari perusahaan PT. XYZ yang sudah menjadi karyawan tetap selama dua tahun lamanya dalam perusahaan PT. XYZ. Responden dalam studi pendahuluan berjumlah 50 orang dan studi actual 109 orang. Pengolahan data menggunakan *Partial Least Square – Structural Equation Modeling (PLS-SEM)* dan diolah dengan menggunakan *software SmartPLS*. Hasil penelitian menunjukan *work condition* berpengaruh positif ke *job performance*, *work condition* berpengaruh positif ke kepuasan kerja, *job satisfaction* berpengaruh positif ke *job performance*, *motivation* memoderasi hubungan antara *job satisfaction* dan *job performance* diterima

Kata Kunci : kondisi kerja, kepuasan kerja, job performance dan motivation
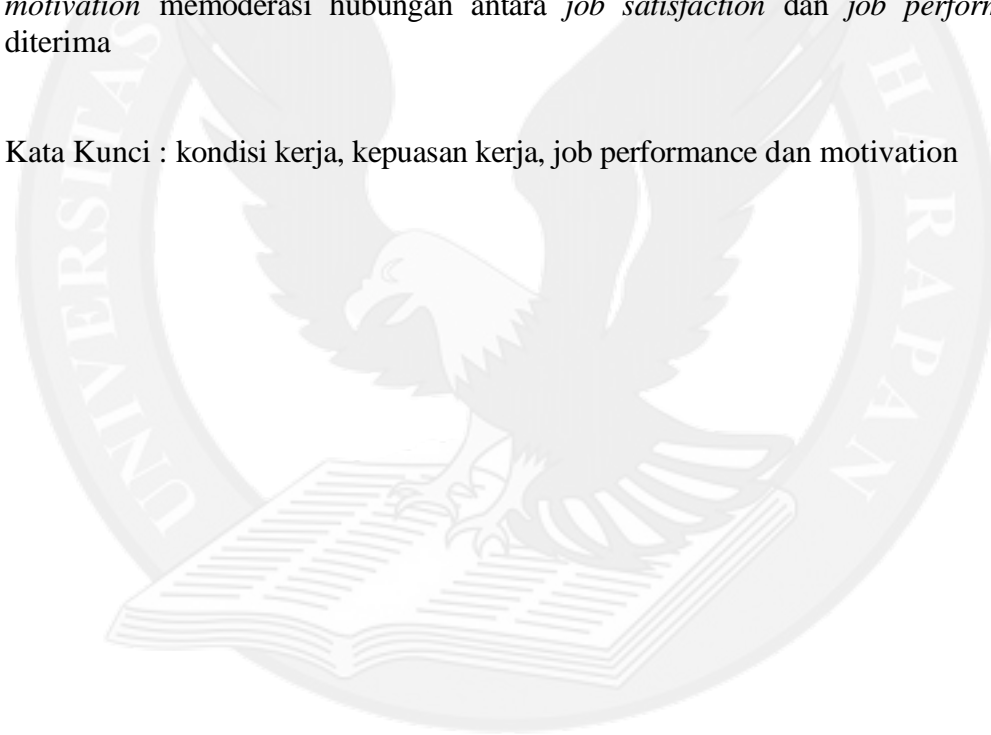
ABSTRACT

This study aims to determine working conditions on performance and job satisfaction, job satisfaction on performance and motivation to moderate job satisfaction and performance. This type of research is quantitative. The data collection technique used a questionnaire with a Likert scale value of 1-5. The research object is PT. XYZ. The sampling technique using census sampling is because this study requires respondents who have certain characteristics, namely as employees of PT. XYZ company who have been permanent employees for two years in PT. XYZ company. Respondents in the preliminary study amounted to 50 people and 109 people in the actual study. Data processing using Partial Least Square – Structural Equation Modeling (PLS-SEM) and processed using SmartPLS software. The results showed that working conditions had a positive effect on performance, working conditions had a positive effect on job satisfaction, job satisfaction had a positive effect on performance, motivation moderated the relationship between job satisfaction and performance was accepted.

Keywords: working conditions, job satisfaction, performance and motivation