

ABSTRACT

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PENGARUH *HIGH PERFORMANCE WORK PRACTICE* (HPWP) TERHADAP *JOB SATISFACTION* DAN *EMPLOYEE PERFORMANCE* DI RS XYZ MAGELANG

(XV + 74 halaman; 8 gambar; 17 tabel; 8 lampiran)

This study aimed to determine the effect of compensation, participation and training on job satisfaction and employee performance. The data for this study is collected using an online questionnaire to 145 health workers at XYZ Hospital, Magelang City using all population sampling method. The analysis was conducted using partial least square-structural equation modelling and calculated using SmartPLS Software version 4.0.8 The results obtained from this study are that all variables, which is participation, training and compensation, has a positive impact on job satisfaction and employee performance at XYZ Hospital, Magelang City.

Keywords: *High Performance Work Practice (HPWP), Compensation, Training, Participation, Job Satisfaction, Employee Performance*