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**PENGARUH *FINANCIAL REWARD*, *NON-FINANCIAL REWARD*
TERHADAP *JOB PERFORMANCE* YANG DI MEDIASI OLEH *JOB*
SATISFACTION DI PT. X**

ABSTRAK

Karyawan merupakan aset terpenting di dalam suatu perusahaan atau organisasi karena berperan sebagai salah satu roda penggerak perusahaan untuk mencapai tujuan atas dasar visi misi perusahaan. Oleh karena itu, perusahaan perlu memperhatikan berbagai aspek dari sisi sumber daya manusia dalam perusahaan mereka. Peneliti menggunakan beberapa variabel yaitu *financial reward*, *non-financial reward*, *job satisfaction* dan *job performance*. Pada penelitian ini, metode yang digunakan adalah *non-probability sampling*. Penelitian ini ditujukan langsung kepada seluruh karyawan di PT. X sesuai dengan kriteria yang diperlukan oleh peneliti dan data-data tersebut dikumpulkan menggunakan kuesioner secara *online* untuk mempermudah peneliti dalam pengumpulan data. Analisis data dilakukan dengan menggunakan metode *Structural Equation Modeling (SEM)* melalui aplikasi *PLS-SEM*. Hasil dari penelitian ini menunjukkan bahwa terdapat variabel yang berpengaruh dan tidak berpengaruh. *Financial reward* tidak berpengaruh terhadap *job satisfaction* dan *job performance*, termasuk jalur mediasinya. Sebaliknya, *non-financial reward* berpengaruh terhadap *job satisfaction* dan turut memengaruhi *job performance* melalui jalur mediasi yang ada di perusahaan PT. X.

Kata Kunci: *financial reward*, *non-financial reward*, *job satisfaction*, *job performance*.

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THE INFLUENCE OF FINANCIAL REWARD AND NON-FINANCIAL REWARD ON JOB PERFORMANCE MEDIATED BY JOB SATISFACTION AT PT. X

ABSTRACT

Employees are the most valuable assets within a company or organization, as they serve as one of the driving forces in achieving the company's goals based on its vision and mission. Therefore, companies need to pay attention to various aspects of human resource management within their organizations. This study uses several variables, namely financial reward, non-financial reward, job satisfaction, and job performance. The method used in this study is non-probability sampling with a saturated sampling approach. This research was conducted on all employees at PT. X who met the criteria defined by the researcher, and the data were collected through online questionnaires to facilitate the data collection process. Data analysis was carried out using the Structural Equation Modelling (SEM) method with the PLS-SEM application. The results of this study indicate that some variables have significant effects while others do not. Financial reward does not significantly influence job satisfaction or job performance, including through its mediating pathway. In contrast, non-financial reward has a significant effect on job satisfaction and also contributes to job performance through the existing mediating pathway in PT. X.

Keyword: *financial reward, non-financial reward, job satisfaction, job performance.*