



## THE EFFECT OF COMPENSATION ON PERFORMANCE THROUGH JOB SATISFACTION OF EMPLOYEES AT PT. TASPEN (PERSERO) MAIN BRANCH OFFICE BANDUNG

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### ABSTRACT

This study is conducted to determine the effect of compensation on performance through job satisfaction of employees at PT. Taspen (persero) Main Branch Office (KCU) Bandung. The main aim of this research is to find and analyse the effect of compensation and job satisfaction on employee performance, also to determine job satisfaction as a moderator between compensation and employee performance on PT. Taspen (Persero) KCU Bandung.

To obtained the comprehensive result, this study used the quantitative method. Related to that, as respondents, researcher using fifty employees on PT. Taspen (Persero) KCU Bandung. Furthermore, the analysis is used Path Analysis through Partial Least Square – Structural Equation Modelling (PLS-SEM) from SmartPLS 3.0 as a statistical tool.

As a results from the description calculation, it is found that compensation, job satisfaction, and employee performance are in the good category. It also found that compensation variable and job satisfaction found affected employee performance in PT. Taspen (Persero) KCU Bandung.

**Keywords:** compensation, job satisfaction, employee performance