

THE INFLUENCE OF COMPETENCY AND WORK DISCIPLINE ON PERFORMANCE THROUGH JOB SATISFACTION AS A MEDIATION VARIABLE AT PT. HONORIS INDUSTRY

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Abstract

Background - One of the company's goals has been achieved, namely having human resources that are reliable and have high performance, but in reality PT Honoris Industry employees' performance is still low, this is due to the employee's competency, discipline and job satisfaction being still low.

Purpose - to determine the direct and indirect influence between competence and work discipline on performance through job satisfaction. The objects studied were employees of the production department of PT Honoris Industry, Bogor City with a sample of 193 people

methodology - using smart PLS software in the form of inner and outer model analysis as well as hypothesis testing in the form of direct and indirect effects. The research instrument was to distribute questionnaires to 193 production employees of PT Honoris Industry, Bogor City.

Findings - Previous research shows that competence and work discipline have a direct and indirect effect on employee performance through job satisfaction. Therefore, researchers will research further with a different analysis unit, namely at PT Honoris Industry

Originality - to improve performance in the company

Keywords: competency, job satisfaction, performance, work discipline
