

THE ROLE OF EMPLOYEE PERFORMANCE AS A MEDIATION VARIABLE IN THE EFFECT OF COMPENSATION, MOTIVATION, AND THE ENVIRONMENT OF THE WORKPLACE ON ORGANIZATIONAL PERFORMANCE

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ABSTRACT

The research aims to review the role of employee performance on the relationship of compensation, motivation, and work environment which is thought to influence the performance of the organization in the implementation of human resource management at Bank Aceh in Banda Aceh, Indonesia. Primary data collection method with survey method by involving all employees to answer questions through questionnaires circulated to all employees. The analysis method uses Path Analysis, where this method is to find out the direct or indirect effects of the independent variable (exogenous) on the dependent variable (endogenous). The results of the study show the role of employee performance on the relationship between compensation, motivation, and workplace environment towards Bank Aceh's organizational performance. Employee performance mediates the influence between compensation, motivation, and workplace environment on organizational performance is 0.294; 0.234; and 0.357. To more clearly see the discussion.

Keywords: Performance, compensation, motivation, workplace environment, human resources.