

## THE ROLE OF JOB SATISFACTION IN MEDIATING RELATIONSHIP BETWEEN PSYCHOLOGICAL EMPOWERMENT AND LECTURER PERFORMANCE

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### ABSTRACT

The sampling technique used in this study is the saturation sampling technique. The questionnaire was distributed to 140 lecturers of the Dhyana Pura University foundation. Of the 140 questionnaires distributed 96 returned (response rate 68.5). This research used PLS (Partial Least Square) analysis technique. The results of this study have shown that psychological empowerment has a positive effect on performance, psychological empowerment has a positive effect on job satisfaction, and job satisfaction has a positive effect on performance. In addition, job satisfaction has a positive effect as a mediator of the effect of psychological empowerment on performance. The implication of this research is to improve the performance of lecturers, they must feel psychologically empowered and satisfied with the work first. The University needs to create positive emotions in the lecturers when they evaluate their work by increasing psychological empowerment, so that their performance will also improve.

**Keywords:** Psychological empowerment, job satisfaction, lecturer performance.