

TUGAS AKHIR PROGRAM MAGISTER (TAPM)

**PENGARUH KOMPENSASI DAN BEBAN KERJA TERHADAP KINERJA
PEGAWAI DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI
(STUDI PADA INSPEKTORAT UTAMA BRIN)**



**TAPM diajukan sebagai salah satu syarat untuk memperoleh
Gelar Magister Manajemen**

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**SEKOLAH PASCASARJANA
UNIVERSITAS TERBUKA
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A B S T R A C T
**THE EFFECT OF COMPENSATION AND WORKLOAD TO WORK
PERFORMANCE MEDIATED BY JOB SATISFACTION: (A STUDY AT THE
MAIN INSPECTORATE OF THE NATIONAL RESEARCH AND
INNOVATION AGENCY)**

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This study aims to analyze the effects of compensation and workload on employee performance, with job satisfaction as a mediating variable, at the Main Inspectorate of Indonesia's National Research and Innovation Agency (BRIN). The study adopts a quantitative approach using a deductive method by testing seven hypotheses that examine both direct and indirect relationships among the research variables. Data were collected from 142 employees through structured questionnaires and analyzed using Partial Least Squares–Structural Equation Modeling (PLS-SEM) with SmartPLS software.

The results indicate that compensation does not have a significant effect on employee performance, although it has a significant effect on job satisfaction. Meanwhile, workload is found to have a significant effect on both employee performance and job satisfaction. Furthermore, job satisfaction does not significantly influence employee performance and does not function as a mediating variable in the relationship between compensation and employee performance, nor between workload and employee performance. These findings suggest that in the context of public sector organizations, employee performance is driven more by workload demands and job responsibilities than by financial compensation.

Keywords: Employee Performance; Compensation; Workload; Job Satisfaction

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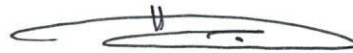
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