

## ABSTRACT

THE EFFECT OF COMPENSATION, WORK ENVIRONMENT,  
MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE  
MEDIATED EMPLOYEE WORK PRODUCTIVITY AT UD. LUPI BAKERY  
LOPANG KEMBANGBAHU (STRUCTURAL EQUATION MODELING  
(SEM) METHOD – PARTIAL LEAST SQUARE (PLS))

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Nowadays a variety of snacks have been in great demand, one of which is bread. One of the MSME sectors in Indonesia that has developed a lot to date is the bread-based industry. The company's activities have a close relationship with production activities to meet market demand achieved by improving the performance of company employees. In other words, the progress of a business is determined by its human resources.

In addition, this type of research is a quantitative approach with a sample size of 131 and the method used to analyze is SEM with Smart PLS version 3.0. The test used is the Outer Model Test, Inner Model Test, Mediation Test and Hypothesis Testing. Based on the results of the Validity test, it shows that the Loading Faktor value is more than 0.7 and the AVE value of more than 0.5 is declared valid, in the Reliability test the Composite Reliability and Cronbach's Alpha values above 0.7 are said to be Reliable.

It can be concluded that the variables compensation (X1), work environment (X2), motivation (X3) and work discipline (X4) have a significant positive effect on employee performance (Y). In the mediation test of compensation variables, work environment and work discipline on employee performance mediated work productivity is said to be Partial Mediation. The variable of motivation to employee performance mediated work productivity is said to be Non-Mediation.

**Keywords:** *Compensation, Work Environment, Motivation, Work Discipline, Employee Performance and Work Productivity. SEM PLS.*

## RINGKASAN

PENGARUH KOMPENSASI, LINGKUNGAN KERJA, MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN DIMEDIASI PRODUKTIVITAS KERJA KARYAWAN PADA UD. LUPI BAKERY LOPANG KEMBANGBAHU (METODE *STRUCTURAL EQUATION MODELING* (SEM) – *PARTIAL LEAST SQUARE* (PLS))

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Pada zaman sekarang beraneka ragam makanan ringan sudah banyak diminati, salah satunya roti. Salah satu sektor UMKM di Indonesia yang banyak berkembang hingga saat ini adalah industri berbasis roti. Kegiatan perusahaan mempunyai hubungan erat dengan kegiatan produksi untuk memenuhi permintaan pasar yang dicapai dengan meningkatkan kinerja karyawan perusahaan. Dengan kata lain, kemajuan suatu usaha ditentukan oleh sumber daya manusianya.

Jenis penelitian ini adalah pendekatan kuantitatif dengan jumlah sampel 120 dan metode yang digunakan untuk menganalisis yaitu SEM dengan alat *Smart PLS* versi 3.0. uji yang digunakan adalah uji Outer Model, Uji Inner Model, Uji Mediasi dan Uji Hipotesis. Berdasarkan hasil uji validitas menunjukkan bahwa nilai *Loading Faktor* lebih dari 0,7 dan nilai AVE lebih dari 0,5 dinyatakan valid, pada uji Reliabilitas nilai *Composite Reliability* dan *Cronbach's Alpha* diatas 0,7 dikatakan *Reliable*.

Dapat disimpulkan bahwa variabel kompensasi (X1), lingkungan kerja (X2), motivasi (X3) dan disiplin kerja (X4) berpengaruh positif secara signifikan terhadap kinerja karyawan (Y). Dalam uji mediasi variabel kompensasi, lingkungan kerja dan disiplin kerja terhadap kinerja karyawan dimediasi produktivitas kerja dikatakan *Parsial Mediation*. Variabel motivasi terhadap kinerja karyawan dimediasi produktivitas kerja dikatakan *Non Mediation*.

**Kata Kunci** : Kompensasi, Lingkungan Kerja, Motivasi, Disiplin Kerja, Kinerja Karyawan dan Produktivitas Kerja. *SEM PLS*.