

ABSTRACT

The Influence of Motivation and Work Discipline on Employee Performance with Job Satisfaction as a Moderating Variable at PT. PQRS

This study investigates the influence of work motivation and work discipline on employee performance, considering job satisfaction as a moderating factor at PT. PQRS Division of Finance AR Regional 1, North Jakarta. Through an associative approach and quantitative methods, primary data were collected by administering questionnaires to 68 employees of the Finance AR Regional 1 Division. The analysis indicates that work motivation and work discipline have a significant impact on employee performance. The main finding is that job satisfaction moderates the relationship between work motivation and employee performance, as well as between work discipline and employee performance, with a negative effect. This suggests that the direct influence of work motivation and work discipline on employee performance may decrease when job satisfaction is high. The study provides insights into the internal dynamics of organizations and potential improvements in employee efficiency and productivity. Its implications emphasize the importance of a balanced approach in human resource management, taking into account motivation, discipline, and job satisfaction to achieve optimal performance in organizations.

Keywords: *Work motivation, Work discipline, Employee performance, Job satisfaction, Moderation regression.*