

ABSTRACT

*The Influence Of Conclit On Employee Performance Through Job Satisfaction As An Intervening Variabel
(Case Study of Employees of PT XYZ Bogor Branch)*

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This research aims to examine the effect of conflict on employee performance through job satisfaction as an intervening variable for employees of PT XYZ Bogor branch. This research uses quantitative research methods with the research objects explored, namely employees at PT XYZ Bogor branch. This research used a purposive sampling method to take 86 samples. The collected samples were then processed using data analysis techniques, namely Structural Equation Modeling (SEM) based on Partial Least Square (PLS) using SmartPLS software version 3.0. Data processing in this research produces the results that conflict has a positive and significant effect on employee performance, conflict has a positive and significant effect on job satisfaction, job satisfaction has a positive and significant effect on employee performance, and conflict has a positive and significant effect on employee performance through job satisfaction.

Keywords: Conflict, Job Satisfaction, Employee Performance Kata Kunci: *Konflik, Kepuasan Kerja, Kinerja Karyawan*