

ABSTRAK

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Judul : Pengaruh Motivasi Kerja dan Kepuasan Kerja terhadap
Kinerja Karyawan Melalui Serikat Pekerja pada PT Pou
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Penelitian ini bertujuan menganalisis pengaruh motivasi kerja dan kepuasan kerja terhadap kinerja karyawan melalui serikat pekerja pada PT Pou Yuen Indonesia. Penelitian menggunakan pendekatan kuantitatif dengan sampel 385 karyawan yang dipilih melalui purposive sampling. Data dianalisis menggunakan Structural

Equation Modeling-Partial Least Squares (SEM-PLS) dengan SmartPLS 3. Hasil penelitian menunjukkan bahwa motivasi kerja, kepuasan kerja, dan serikat pekerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Serikat pekerja juga terbukti memediasi secara signifikan pengaruh motivasi kerja dan kepuasan kerja terhadap kinerja karyawan. Temuan ini menegaskan pentingnya peningkatan motivasi, kepuasan kerja, dan peran serikat pekerja dalam meningkatkan kinerja karyawan

Kata kunci: Motivasi Kerja, Kepuasan Kerja, Serikat Pekerja, Kinerja Karyawan.

ABSTRACT

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*Title : The Effect of Work Motivation and Job Satisfaction on
Employee Performance Through Labor Union at PT Pou
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This study examines the effect of work motivation and job satisfaction on employee performance through labor unions at PT Pou Yuen Indonesia. A quantitative approach was employed using data from 385 employees selected through simple random sampling. Data were analyzed using Structural Equation Modeling–Partial

Least Squares (SEM-PLS) with SmartPLS 3. The results indicate that work motivation, job satisfaction, and labor unions have positive and significant effects on employee performance. Labor unions also significantly mediate the relationship between work motivation, job satisfaction, and employee performance. These findings emphasize the importance of strengthening motivation, job satisfaction, and labor unions to improve employee performance.

Keywords: Work Motivation, Job Satisfaction, Labor Union, Employee Performance.