Pengaruh Kompetensi dan Kompensasi Pegawai Terhadap Kepuasan Kerja Serta Implikasinya Pada Kinerja Pegawai Divisi Produksi di PT. Tectona Cipta Niaga,

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**Abstract.** *The study aims to Convection industry is quite popular because it becomes one of the basic human needs, so existence is needed. Rapid changes in business demand convection industry players must be more able to adapt, have resilience in competing, able to make changes quickly and focus on consumers. This causes companies to have to come up with new ideas that are creative and innovative. This research is intended to find out, review and analyze the influence of competence and employee compensation on job satisfaction and its implications on employee performance. Furthermore, this study uses descriptive methods to determine the condition of each research variable and verifikative method with path analysis to monitor the magnitude of influence partially or simultaneously. The population in this study is all employees of the production division at PT. Tectona Cipta Niaga, Bandung Regency which amounts to 80 employees, and sampling techniques used is saturated sampling. Based on the findings and discussion of the study, it is known that respondents' responses related to competency conditions, compensation, job satisfaction, and employee performance in a row fall into the category of less good, good, less good, and less good. While partially, it is known that there is an influence of competence on job satisfaction by 44.04%, there is an influence of compensation to job satisfaction of 15.34%, there is an influence of job satisfaction on employee performance of 66.75%, and simultaneously on the influence of competence and compensation on job satisfaction of 59.38%. Thus, job satisfaction in this study can or successfully become an intervening variable.*

***Keywords:*** *competency; compensation; job satisfaction; employee performance.*

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