

ABSTRACT

This thesis describes the role of Compensation, Competencies, and Job satisfaction to the performance of teachers with motivation as a mediating variable in Military Academy, Magelang . This study raised issues concerning: (1) The influence of compensation on performance mediated by motivation (2) Influence of Competence on performance mediated by motivation (3) The influence of Job Satisfaction on performance mediated by motivation (4) The influence of motivation on performance.

This study are using respondents from teachers/instructors in Military Academy with the number of respondent is 72 people with using Likert scale. The result of the survey indicated that most teachers/instructors Akmil Magelang have influence. That the amount of indirect compensation influence to the performance is 0.216 and probability value of 0.000 <0.05 (p-value <0.05) with 5% alpha. Indirect influence of job competence to the teacher/instructor performance through work motivation is 0.157 and probability value is 0.011 <0.05 (p-value <0.05) with 5% alpha. Indirect satisfaction influence on performance of teacher/instructor through work motivation is 0.198 and probability value is 0.008<0.05 (p-value <0.05) with 5% alpha. This means that the compensation gives positive and significant impact on performance. Positive and significant influence is also shown on the influence of competency and job satisfaction on teacher/instructor performance with the motivation as mediating variables, work motivation variable gives a positive and significant impact on the performance of teacher/instructor. Direct influence on the performance of work motivation of teacher/instructor is equal to 0.487 and a probability value of 0.000 <0.05 (p-value <0.05) with 5% alpha.

Results from this study indicate that for the R-square value is 0.805 on the motivation variable which means that work motivation can be explained by the compensation variable, job competence and job satisfaction is 80.5% and the remaining 19.5% is explained by other variables. R-square value of the performance variable is 0.238 which means that the performance can be explained by the variable teacher/instructor work motivation as many as 23.8% and the remaining 76.2% is explained by other variables. Q-square value of work motivation variable is 0.807 indicates that the arranging of the PLS model was able to explain 80.7% of the compensation diversity, workplace competencies, job satisfaction and motivation. While the 0.256 Q-square variable performance indicates that 25.6% of the diversity of work motivation and performance teacher/instructor. Q2 value> 0 indicates that the model has had relevant predictive.

Keywords: Compensation, Competence, Job Satisfaction, Work Motivation, Performance of teacher/instructor