

**THE INFLUENCE OF JOB FLEXIBILITY AND SELF LEADERSHIP ON  
EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS A  
MEDIATION VARIABLE IN EMPLOYEES PT. PAMEO IN SLEMAN  
DISTRICT, SPECIAL REGION OF YOGYAKARTA**

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**ABSTRAK**

This research aims to identify, review, and analyze the impact of job flexibility and self-leadership on employee performance mediated by job satisfaction among employees of PT. Pameo Yogyakarta. This is a quantitative study. The data in this research consists of primary and secondary data through questionnaires given to 35 respondents and interview results with the Human Resources of PT. Pameo Yogyakarta. The total population in this study is 35. The sampling technique used is a census sampling or saturation sampling technique with a total of 35 people. The method used is the Structural Equation Model (SEM) method with the assistance of SmartPLS 4.1.0 software.

The analysis technique used is the SEM PLS method, consisting of outer model and inner model analyses. The results of this study show that: 1. Job flexibility has a positive effect on employee performance at PT. Pameo, 2. Self-leadership positively affects employee performance at PT. Pameo, 3. Job flexibility has a positive effect on employee performance mediated by job satisfaction at PT. Pameo, 4. Self-leadership has a positive effect on employee performance mediated by job satisfaction at PT. Pameo.

**Key Words :** *Job flexibility, Self leadership*, Employee Performance, Job Satisfaction