

ABSTRACT

This study describes the effect of job satisfaction mediates consideration, initiating structure and intrinsic motivation on employee performance PT Madubaru PG-PS Madukismo.

With 1.386 sample populations and samples selected using purposive sampling method amounted to 141 respondents. The analysis technique used is SEM with AMOS program.

The results showed that the consideration significant positive effect on employee performance, initiating structure is not significant effect to employee performance, intrinsic motivation on employee performance is not significant effect, consideration not significant effect on job satisfaction, initiating structure not significant effect on job satisfaction, intrinsic motivation effect significant positive on job satisfaction, job satisfaction significant positive effect on employee performance, job satisfaction is not able to mediate consideration to employee performance, job satisfaction is able to mediate initiating structure on employee performance, job satisfaction is able to mediate the intrinsic motivation on employee performance.

Keywords: *Consideration, Initiating Structure, Intrinsic Motivation, Job Satisfaction, Employee Performance.*

INTISARI

Penelitian ini menjelaskan tentang kepuasan kerja memediasi pengaruh *consideration*, *initiating structure* dan motivasi intrinsik terhadap kinerja karyawan PT Madubaru PG-PS Madukismo.

Dengan populasi sampel 1.386 dan sampel dipilih menggunakan metode *purposive sampling* berjumlah 141 orang responden. Teknik analisis yang digunakan yaitu SEM dengan program AMOS.

Hasil penelitian menunjukkan bahwa *consideration* berpengaruh positif signifikan terhadap kinerja karyawan, *initiating structure* tidak berpengaruh signifikan terhadap kinerja karyawan, motivasi intrinsik tidak berpengaruh signifikan terhadap kinerja karyawan, *consideration* tidak berpengaruh signifikan terhadap kepuasan kerja, *initiating structure* tidak berpengaruh signifikan terhadap kepuasan kerja, motivasi intrinsik berpengaruh positif signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh positif signifikan terhadap kinerja karyawan, kepuasan kerja tidak mampu memediasi *consideration* terhadap kinerja karyawan, kepuasan kerja mampu memediasi *initiating structure* terhadap kinerja karyawan, kepuasan kerja mampu memediasi motivasi intrinsik terhadap kinerja karyawan.

Kata Kunci: *Consideration*, *Initiating Structure*, Motivasi Intrinsik, Kepuasan Kerja, Kinerja Karyawan.