

***The Influence of Work Competence and Work Discipline on Employee  
Performance Through Work Compensation as a Mediation Variable  
(Case study at PT Sun Star Prima Motor Tajur)***

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***Abstract***

*This study is a quantitative study that aims to determine whether there is an influence between work competence and work discipline through work compensation as a mediating variable on employees of PT Sun Star Prima Motor Tajur. The study used a total of 65 respondents, with a saturated sampling technique. The analysis technique used is path analysis and data processing which is carried out through SmartPLS 3.0. the results of the test obtained (1) work competence has a positive and significant effect on the performance of employees of PT Sun Star Prima Motor Tajur. (2) work discipline has a positive and significant effect on the performance of PT Sun Star Prima Motor Tajur employees. (3) work competence has a positive and significant effect on the performance of employees of PT Sun Star Prima Motor Tajur mediated by work compensation. (4) work discipline has a positive and significant effect on the performance of employees of PT Sun Star Prima Motor Tajur which is mediated by work compensation (5) work compensation has a positive and significant effect on the performance of employees of PT Sun Star Prima Motor Tajur.*

***Keywords:*** *Work Competence, Work Discipline, Work Compensation and Employee Performance.*

**Pengaruh Kompetensi Kerja Dan Disiplin Kerja Terhadap Kinerja  
Karyawan Melalui Kompensasi Kerja Sebagai Variabel Mediasi  
(Studi kasus pada PT Sun Star Prima Motor Tajur)**

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**Abstrak**

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui apakah terdapat pengaruh antara kompetensi kerja dan disiplin kerja melalui kompensasi kerja sebagai variabel mediasi pada karyawan PT Sun Star Prima Motor Tajur. Penelitian menggunakan responden sebanyak 65 orang, dengan teknik pengambilan sampling jenuh. Teknik analisis yang digunakan yaitu path analisis dan pengolahan data yang dilakukan melalui SmartPLS 3.0. hasil dari pengujian diperoleh (1) kompetensi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Sun Star Prima Motor Tajur. (2) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Sun Star Prima Motor Tajur. (3) kompetensi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Sun Star Prima Motor Tajur yang dimediasi kompensasi kerja. (4) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Sun Star Prima Motor Tajur yang dimediasi kompensasi kerja (5) kompensasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Sun Star Prima Motor Tajur.

**Kata Kunci** : Kompetensi Kerja, Disiplin Kerja, Kompensasi Kerja dan Kinerja Karyawan.