ABSTRACT

The purpose of this research is to investigate the effects of organizational support and compensation on motivation to enhance employee performance.

The study was conducted at Police Academy Semarang. The sample size is about 105 employee. Path analyisis used to run data.

The effect of organizational support on motivation is positive; The effect of compensation on motivation is positive significant; The effect of motivation on employee performance is positive significant; The effect of organizational support on employee performance is positive significant; and The effect of compensation on employee performance is positive significant. Sobel test result show motivation strong mediating influence quality of organizational support and compensation on employee performance.

Keywords: organizational support, compensation, motivation and employee performance

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