ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *motivation*, *high performance work system* terhadap *job satisfaction* karyawan, dengan mempertimbangkan peran mediasi *pyschological well being* di PT Pamapersada Nusantara (PAMA). Latar belakang penelitian ini didasari oleh pentingnya motivasi kerja dan sistem kerja berkinerja tinggi dianggap sebagai faktor penting dalam menciptakan kepuasan kerja karyawan, terutama pada sektor pertambangan yang memiliki risiko dan tekanan kerja tinggi. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei, di mana data dikumpulkan dari 190 responden yang bekerja di Departemen Engineering PT Pamapersada Nusantara. Teknik analisis data dilakukan menggunakan *Partial Least Squares Structural Equation Modeling* (*PLS-SEM*) melalui aplikasi *SmartPLS* versi 4.1. Adapun alat analisis yang digunakan pada model pengukuran (*outer model*) meliputi uji validitas yang terdiri atas *convergent validity*, *discriminant validity*, dan *average variance extracted*, serta uji reliabilitas yang mencakup *composite reliability* dan *Cronbach's Alpha*. Sementara itu, pengujian model struktural (*inner model*) dilakukan melalui *R-Square*, *goodness of fit*, dan *P-Value*.

Hasil penelitian sebagai hasil uji hipotesis secara langsung menunjukkan bahwa yang pertama, *motivation* berpengaruh positif terhadap *job satisfaction*. Kedua, *high performance work system* tidak berpengaruh terhadap *job satisfaction* sedangkan yang ketiga, *high performance work system* berpengaruh positif terhadap *psychological well being* karyawan. Terakhir, terkait hasil uji hipotesis secara tidak langsung menunjukkan bahwa, *psychological well being* tidak mampu memediasi hubungan antara *high performance work system* terhadap *job satisfaction*.

Kata kunci: *motivation, high performance work system, psychological well being, job satisfaction.*

ABSTRACT

This research aims to analyze the impact of motivation and high performance work systems on employee job satisfaction, while considering the mediating role of Psychological Well-Being at PT Pamapersada Nusantara (PAMA). The background of this study is based on the significance of work motivation and high-performance work systems, which are regarded as crucial factors in fostering employee job satisfaction, particularly in the mining sector, which is characterized by high risks and work pressures. This study employs a quantitative approach using a survey method, where data was collected from 190 respondents working in the Engineering Department of PT Pamapersada Nusantara. Data analysis techniques were conducted using Partial Least Squares Structural Equation Modeling (PLS-SEM) through the SmartPLS version 4.1 application. The analytical tools used in the measurement model (outer model) include validity tests consisting of convergent validity, discriminant validity, and average variance extracted, as well as reliability tests covering composite reliability and Cronbach's Alpha. Meanwhile, the structural model (inner model) testing was performed through R-Square, goodness of fit, and P-Value.

The findings of the research, derived from direct hypothesis testing, indicate that, firstly, motivation has a positive impact on job satisfaction. Secondly, the high performance work system does not influence job satisfaction, while thirdly, the high performance work system positively affects employees' psychological well being. Lastly, regarding the results of indirect hypothesis testing, it shows that psychological well being does not mediate the relationship between the high performance work system and job satisfaction.

Keywords**: **motivation, high performance work system, psychological well-being, job satisfaction.