

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh *employee empowerment* dan *employee competence* terhadap *employee performance* dengan *job satisfaction* sebagai variabel mediasi pada UMKM di Madura. Metode penelitian ini menggunakan metode kuantitatif dengan pendekatan analisis deskriptif. Sampel pada penelitian ini berjumlah 90 karyawan UMKM yang telah terhitung menggunakan rumus Hair. Hasil yang diperoleh dari penelitian ini menunjukkan (1) *employee empowerment* berpengaruh positif dan signifikan terhadap *employee performance* sebesar 2,524 dengan nilai signifikansi $0,012 < 0,05$. (2) *employee empowerment* berpengaruh positif dan signifikan terhadap *job satisfaction* sebesar 6,602 dengan nilai signifikansi $0,000 < 0,05$. (3) *employee competence* berpengaruh positif dan signifikan terhadap *employee performance* sebesar 3,176 dan nilai signifikansi $0,002 < 0,05$. (4) *employee competence* berpengaruh positif dan signifikan terhadap *job satisfaction* sebesar 1,988 dengan nilai signifikansi $0,049 < 0,05$. (5) *employee empowerment* berpengaruh positif dan signifikan terhadap *employee performance* dengan *job satisfaction* sebagai variabel mediasi sebesar 2.648 dan nilai signifikansi $0,008 < 0,05$. (7) *employee competence* berpengaruh positif dan tidak signifikan terhadap *employee performance* dengan *job satisfaction* sebagai variabel mediasi sebesar 1,427 dan nilai signifikansi $0,154 > 0,05$.

Kata Kunci : *Employee Empowerment, Employee Competence, Employee Performance, Job Satisfaction.*

ABSTRACT

The purpose of this study was to determine the effect of employee empowerment and employee competence on employee performance with job satisfaction as a mediating variable in MSMEs in Madura. This research method uses a quantitative method with a descriptive analysis approach. The sample in this study amounted to 90 MSME employees who have been calculated using the Hair formula. The results obtained from this study indicate (1) employee empowerment has a positive and significant effect on employee performance of 2.524 with a significance value of $0.012 < 0.05$. (2) employee empowerment has a positive and significant effect on job satisfaction of 6.602 with a significance value of $0.000 < 0.05$. (3) employee competence has a positive and significant effect on employee performance of 3.176 and a significance value of $0.002 < 0.05$. (4) employee competence has a positive and significant effect on job satisfaction of 1.988 with a significance value of $0.049 < 0.05$. (5) Employee empowerment has a positive and significant effect on employee performance with job satisfaction as a mediating variable of 2.648 and a significance value of $0.008 < 0.05$. (7) Employee competence has a positive and insignificant effect on employee performance with job satisfaction as a mediating variable of 1.427 and a significance value of $0.154 > 0.05$.

Keywords: *Employee Empowerment, Employee Competence, Employee Performance, Job Satisfaction.*