

ABSTRACT

This study aims to analyze the effect of emotional intelligence and compensation on performance with work motivation as a mediating variable. Good employee performance can be achieved if existing conflicts can be managed with emotional intelligence as an internal factor and compensation received by employees as external factors can influence work motivation and will have an impact on employee performance.

The research model was tested on the Employees of the Work Unit of the National Road Region II Central Java Province with a total sample of 137 people with population study techniques. The analysis technique used to test the relationship between variables is path analysis with the help of AMOS 21 software. The analysis show that there is a positive and significant influence between emotional intelligence on work motivation, compensation for work motivation, work motivation on employee performance. Work motivation is not a variable of mediation on the influence of emotional intelligence on employee performance, and work motivation is not a variable of mediation on the effect of compensation on employee performance

The managerial implication of this research is that appropriate strategies are needed to improve employee performance. For example with a positive encouragement strategy using a reward system to improve expected performance. This form of encouragement can be in the form of rewards that are directly related to performance, such as giving incentives when employees are disciplined and obtaining work evaluations through the performance appraisal system of employees who will be assessed regularly. The employee performance appraisal system will certainly have an impact on the provision of annual bonuses and promotions so that it will motivate employees to do their jobs

Keywords: *emotional intelligence, compensation, work motivation, employee performance, path analysis*