

***THE INFLUENCE OF ORGANIZATIONAL CULTURE
AND COMPENSATION FOR WORK PRODUCTIVITY
WITH JOB SATISFACTION
AS AN INTERVENING VARIABLE
(Survey of Community Health Center Employees
in Tasikmalaya City)***

ABSTRACT

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This research aims to examine the influence of organizational culture and compensation on work productivity with job satisfaction as an intervening variable. The study was conducted on Puskesmas employees in Tasikmalaya City. Sampling is carried out using techniques of simple random sampling, with a total sample size of 282 samples, spread across 22 Community Health Centers in Tasikmalaya City. The research instrument used is a questionnaire with a likert scale. The analysis technique used is structural equation modeling with the smartPLS application. The results of this research show that 1) Organizational culture, compensation, job satisfaction and work productivity are in very good condition; 2) Organizational culture and compensation partially have a positive and significant effect on job satisfaction; 3) Organizational culture and compensation partially have a positive and significant influence on work productivity; 4) Job satisfaction is able to act as an intervening variable on the influence of organizational culture and compensation on work productivity.

Keywords: *Organizational Culture, Compensation, Job Satisfaction, Work Productivity.*