

## ABSTRAK

Permasalahan yang melandasi penelitian ini ialah capaian kerja karyawan Bank Jatim Kantor Cabang serta Kantor Cabang Pembantu di Kabupaten Jember belum mencapai target yang diharapkan. Selain itu juga masih ditemukan hasil penelitian yang belum konsisten antara variabel *knowledge management*, penempatan karyawan dan kompensasi terhadap kinerja. Maka tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *knowledge management*, penempatan karyawan dan kompensasi terhadap kinerja karyawan Bank Jatim Cabang Jember dengan kepuasan kerja sebagai variabel *intervening*. Jumlah populasi penelitian adalah sebanyak 186 karyawan dengan sampel penelitian ini adalah 120 responden. Teknik analisis yang digunakan adalah *Structural Equation Model* (SEM) dengan menggunakan WarpPLS 8.0. Hasil pengujian membuktikan *knowledge management* berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan Bank Jatim Cabang Jember. Penempatan kerja karyawan berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan Bank Jatim Cabang Jember. Kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan Bank Jatim Cabang Jember. *Knowledge management* berpengaruh positif dan signifikan terhadap kinerja karyawan Bank Jatim Cabang Jember. Penempatan kerja karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan Bank Jatim Cabang Jember. Kompensasi berpengaruh signifikan terhadap kinerja karyawan Bank Jatim Cabang Jember. Kepuasan kerja, berpengaruh positif dan signifikan terhadap kinerja karyawan Bank Jatim Cabang Jember. *Knowledge management*, berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja karyawan Bank Jatim Cabang Jember. Penempatan kerja karyawan, berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja karyawan Bank Jatim Cabang Jember. Kompensasi berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja karyawan Bank Jatim Cabang Jember.

**Kata Kunci :** *knowledge management*, penempatan, kompensasi, kepuasan, kinerja

## ABSTRACT

*The problem underlying this research is that the work performance of employees at Bank Jatim Branch Offices and Sub-Branch Offices in Jember Regency has not reached the expected target. Apart from that, research results are still found to be inconsistent between the variables of knowledge management, employee placement and compensation for performance. The aim of this research is to determine and analyze the influence of knowledge management, employee placement and compensation on the performance of Bank Jatim Jember Branch employees with job satisfaction as an intervening variable. The total research population was 186 employees with the research sample being 120 respondents. The analysis technique used is Structural Equation Model (SEM) using WarpPLS 8.0. The test results prove that knowledge management has a positive and significant effect on job satisfaction of Bank Jatim Jember Branch employees. Employee work placement has a positive and significant effect on employee job satisfaction at Bank Jatim Jember Branch. Compensation has a positive and significant effect on job satisfaction of Bank Jatim Jember Branch employees. Knowledge management has a positive and significant effect on the performance of Bank Jatim Jember Branch employees. Employee work placement has a positive and significant effect on the performance of Bank Jatim Jember Branch employees. Compensation has a significant effect on the performance of Bank Jatim Jember Branch employees. Job satisfaction has a positive and significant effect on the performance of Bank Jatim Jember Branch employees. Knowledge management has a positive and significant effect on employee performance through job satisfaction of Bank Jatim Jember Branch employees. Employee work placement has a positive and significant effect on employee performance through job satisfaction of Bank Jatim Jember Branch employees. Compensation has a significant effect on employee performance through job satisfaction of Bank Jatim Jember Branch employees.*

*Keywords: knowledge management, placement, compensation, satisfaction, performance*