

**Effect of Financial Incentive and Moral Incentive on Employee Performance
by using Job Satisfaction as Mediator
Study of : Employee of Truck Container Industry in Padang**

Abstract

This research investigated about the effect of financial and moral incentive on employee performance by using job satisfaction as mediator with case of the employee of truck container industry in Padang. The data obtained through questionnaire. The samples were drawn from 100 employees. The data analysed by using SmartPLS 3.2.3. In this research there are 4 variables; those are independent variables which are financial incentive and moral incentive, mediating variable is job satisfaction, and the dependent variable which is employee performance. The findings indicated that financial incentive and moral incentive have positive effect on employee performance but the effect is not significant. The mediating variable, which is job satisfaction can be treated as mediator in this research.

Keywords: Financial Incentive, Moral Incentive, Job Satisfaction, Employee Performance, Truck Container Industry

