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The effect of emotional intelligence, competency and financial compensation on performance of employee with job satisfaction

Edi Sugiono^{*}, Siti Nurhasanah
Universitas Negeri Jakarta, Indonesia

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ABSTRACT

This research aims to understand the impact of emotional intelligence, ability, and economic compensation on employee performance through the job satisfaction of Detikcom employees. In this study, the sample used was 110 respondents using simple random sampling techniques. The results show that the three variables of emotional intelligence, competence and economic compensation have significant positive effects on job satisfaction. Emotional intelligence and ability variables have a positive and significant impact on employee performance. Financial compensation variables have a positive but insignificant effect on employee performance. Variables such as emotional intelligence, competence, and economic compensation have a positive and significant impact on employee performance through job satisfaction. In addition, variable job satisfaction has a positive and significant impact on employee performance.



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Corresponding Author:

Edi Sugiono,
Universitas Nasional Jakarta Indonesia
Email: edisugiono33@yahoo.com

Introduction

The success of a successful and effective organization is that the individuals behave well. A practical or successful organization will be supported by high-quality human resource performance. The performance of employees in the company is affected by many factors, including employee satisfaction, emotional intelligence, competence, salary, incentives, etc. Due to work inconvenience, low wages, insufficient ability or expertise, and dissatisfaction with the work.

Every company must take employees' job satisfaction seriously (Prasetyo, 2014). Whether employees are satisfied with their work will affect their performance. Individuals whose employees are satisfied will bring the best performance to the company (Mariam, 2009). This is also strengthened by Afandi (2016) This shows that job satisfaction will improve performance, so satisfied employees will be more efficient at work. Likewise, Wirawan (2013) points out that people's positive or negative emotions and attitudes towards work will impact themselves and the organization. If people are satisfied with their work, they will like it and are motivated to do their work and have high performance. This is in line with research by Hidayati et al. (2013), Renyut et al. (2017), Mukhtar et al. (2018) as well Adam and Kamase (2019) Point out that job satisfaction has a positive and significant impact on employee performance. Nevertheless, Arda (2017) research stated no significant effect on job satisfaction on employee performance.

In order to obtain the best performance, it is necessary not only from the intelligence of employees but also from their ability to control emotions when performing their duties in the organization. This ability of Daniel Gorman is called emotional intelligence or emotional intelligence. Goleman (2005) His research shows that

emotional intelligence accounts for 80% of a person's success, while the other 20% is determined by intelligence.

Employees with emotional intelligence skills will be able to read the feelings of others and have social skills, which means they can manage the feelings of others well. Having good emotional intelligence, employees can complete tasks according to company-targeted provisions. This is in line with the research conducted Rexhepi and Berisha (2017) and Mohanty et al. (2019) Point out that emotional intelligence has a positive and significant impact on employee performance. Managing emotional intelligence properly will minimize the obstacles that employees will face in completing their work. Nevertheless, research from Hidayat et al. (2013) and Oktariani et al. (2016) Point out that emotional intelligence has no significant impact on employee performance.

Emotional intelligence can also affect employee job satisfaction. Research conducted Kumar (2018) stated that emotional intelligence Emotion has a positive and significant impact on job satisfaction, and emotion plays an essential role in job satisfaction. Employees with high EQ have higher job satisfaction and their chances of leaving the company are lower than employees who have low job satisfaction. Employees with low emotional intelligence tend to experience emotional tension and avoid problematic situations that create pressure on them, resulting in not solving problems and interfering with employee performance. Nevertheless, research from Hidayati et al. (2013) stated that emotional intelligence had no significant effect on job satisfaction.

An organization's ability to carry out Human resource management is very dependent on the production capacity of the management, change and use the competencies needed to achieve the organization's desired results through its human resources. Competence is the relevant knowledge, skills, personal characteristics or behavior required to achieve the best performance on a job. This means that the higher an employee's ability, the more significant the improvement of employee performance. This is in line with the research conducted by Renyut et al. (2017) and Mukhtar et al. (2018) Indicates that ability has a positive and significant impact on employee performance. Research from Adam and Kamase (2019) Indicates that competency has no significant impact on employee performance.

Research conducted Renyut et al. (2017) and Sitorus, et al. (2020) Expressing ability also affects employees' job satisfaction, where employees who are competent with skills, attitudes and high appreciation are indeed accommodating To achieve the set goals for the company set in the future, and vice versa, these employees will have their pride in their performance. Furthermore, will get job satisfaction. Nevertheless, research from Mukhtar et al. (2018) and Adam and Kamase (2019) It is believed that competence has no significant effect on job satisfaction.

In addition to emotional intelligence and ability, an essential factor in improving employee performance is to provide employees with financial compensation. Economic compensation is compensation received by employees, such as salary/wage, commissions, bonuses, allowances, and facilities. Gabriella Wibowo and Roy Setiawan (2014) in Sari et al. (2016) Said that providing a good salary significant impacts employee performance. The more financial compensation the company provides to employees, the more it can automatically improve employee performance, and vice versa. This is in line with the research conducted by Tamma and Iskandar (2015) and Mardiyanti et al. (2018) Indicate that financial compensation has a positive and significant impact on employee performance. Nevertheless, research from Sulistyani and Irawan (2018) and Sugijanto (2018) Indicates that financial compensation has no significant impact on employee performance.

According to Luthans (2005) 5 essential factors affecting employee job satisfaction called the Job Descriptive Index (JDI) and one of them is the appropriate payment. If the employee is satisfied with the amount of financial compensation given, the employee will improve his work to be more effective so that employee performance will increase. Research conducted Purnamasari and Utami (2018) states that Economic compensation has a significant positive impact on job satisfaction. The provision of appropriate compensation will make human resources feel well respected to feel satisfaction in working at the company. Nevertheless, research from Mardiyanti et al. (2018) Indicates that financial compensation has no significant effect on job satisfaction. According to Luthans (2006:243), appropriate payment is one of the important factors that can affect employee job satisfaction. Therefore, providing appropriate financial compensation to employees will lead to job satisfaction for employees, thereby encouraging these employees to improve their performance.

Based on different previous studies, there are research gaps or so-called research results gaps in previous studies on the effects of emotional intelligence, ability, and financial compensation on employee performance and job satisfaction. Therefore, the differences in the results of these studies need to clarify the findings of

empirical evidence about the impact of emotional intelligence, ability, and financial compensation on employee performance and job satisfaction. This is an opening for clarity of research results.

This research took the object of Detikcom. Detikcom is a brand for web portals launched by PT. Trans Digital Media, which contains the latest news and articles in the network in Indonesia. Detikcom (www.detik.com) is one of Indonesia's most popular news websites. Unlike other Indonesian news websites, Detikcom only has an online version (online) and relies on advertising revenue. Even so, Detikcom is still at the forefront of breaking news. Detikcom was officially launched in 1998. Since August 3, 2011, Detikcom has become a part of Trans Corp.

Based on data obtained from Detikcom, The category of outstanding performance standard values has decreased over the last 2 years, namely in 2017 and 2018 with a percentage of 17.44% and 15.25%, which previously increased in 2016 with a percentage of 19.83%. The outstanding performance standard value category is a value category in which employees perform their duties with the requirements of the duties, functions or behaviors set by the company as targets are of extraordinary value. Decreasing the percentage of employees who have the outstanding performance standard value category for the last 2 years means that the employee's performance has decreased. Companies need to pay attention and respond to this phenomenon to prevent an increase in the percentage of employees who have below performance in the next period. The company needs to continuously strive to improve employee performance and minimize the proportion of employees whose performance is not up to standard. Companies can use a variety of essential variables to improve employee performance.

Based on the differences in previous research results, it is necessary to conduct research to test and analyze the impact of emotional intelligence, competence and financial compensation on employee performance through PT job satisfaction. Cross-digital media (Detikcom). If these four variables are proven to impact employee performance significantly, companies can use them to improve employee performance.

In this study, the author aims to analyze the effect of emotional intelligence, ability, and partial financial compensation on job satisfaction. Analyze the partial impact of emotional intelligence, ability, and financial compensation on employee performance. Analyze the partial influence of emotional intelligence, ability and financial compensation on employee performance through job satisfaction. And analyze the impact of job satisfaction on employee performance. In addition to providing new empirical evidence, this research also helps bridge the gaps in the results of previous studies. From the perspective of practical content,

This article is divided into four parts. First, it reviews the literature related to uncivilized workplaces and handover intentions. Then the research methods are introduced and data analysis techniques are discussed. The research results are discussed in the next section. The researchers' conclusions and recommendations are discussed at the end of this article.

Employee performance

According to Sinambela (2016) that Performance refers to in an organization that contains a person or group of people in accordance with their respective authorities and responsibilities, so that legally and not illegally achieve the goals of the relevant organization, and in accordance with the ethical. According to Mangkunegara (2009: 67), the The definition of work performance or performance is "the quality and quantity of work obtained by a person when fulfilling his obligations in accordance with the given task". Although according to Moeheriono's performance or performance in his book Performance Measurement (2012: 95), is a description of a level of achievement of the implementation of an activity plan or policy to achieve a goal which shows that Performance is the result that has been done by a person or group of people in an organization based on their work that can be achieved in terms of quantity. and quality. Feature. Powers and responsibilities of each. Organizational goals are legal, not unlawful, and ethical or ethical. According to Mangkunegara (2009: 67), the definition of performance or job performance is "the quality and quantity of work that an employee obtains in performing his duties following the duties assigned to him." Although according to Moeheriono's performance or performance in his book Performance Measurement (2012: 95), it is a description of the level of achievement in implementing activity plans or policies in achieving goals.

Job satisfaction

Mathis and Jackson (2003) explained that job satisfaction is a positive emotional state that evaluates work experience. According to Hasibuan (2017), Job satisfaction is an emotional attitude or feeling of liking work. Look at attitude from work spirit, discipline and work performance. Job satisfaction is obtained both from work, external work, and a combination of internal and external work. Meanwhile, according to Hadiprojo and Handoko (2011) Job satisfaction is the evaluation of the job, that is, to what extent the job as a whole meets their needs.

Emotional intelligence

According to Imam (2009) Emotional intelligence is the ability of a person to motivate oneself, endure frustration, and control impulses (joy, sadness, and anger) It Does not exaggerate pleasure, regulates emotions, and can control stress. Agustian (2009) EQ is defined as the ability to feel. The key to emotional intelligence is your honesty with your conscience. While Goleman (2005) Emotional intelligence is an ability, such as being able to motivate oneself, surviving setbacks, controlling impulse, not exaggerating pleasure, regulating emotions and maintaining stress to paralyze thinking ability, as well as the ability to empathize and pray.

Competence

Competence is the ability to do work based on skills and knowledge, and also supported by the work spirit that must be obtained in the job. (Wibowo, 2011). Spencer and Spencer inside Palan (2003) Think that ability refers to the characteristics behind the behavior, these characteristics describe the motivation, Personal characteristics (traits), self-concept, values, knowledge or skills brought about by people who excel in the workplace.

Compensation

Panggabean (2000) in Sutrisno (2012) argued that salary can be defined as a reward given to employees for contributing to the organization. According to Sofyandi (2008), "Salary is a form of expense that the company must bear, and it is hoped that the company can get rewards from employees' work performance.". Simamora (2014) The definition of compensation includes financial incentives and intangible services and benefits that employees receive as part of an employment relationship. Salary is the reward that employees get in return for their contribution to the organization.

Emotional Intelligence and Job Satisfaction

Emotional intelligence can create a pleasant workplace, affect employee job satisfaction and effective management and emotional development. Research conducted Kumar (2018) stated that Emotional intelligence positively affects job satisfaction. Employees with high EQ understand and control their emotions well at work. This dramatically affects the employee's job satisfaction.

H1: Emotional intelligence has a positive and significant effect on job satisfaction.

Competence and Job Satisfaction

According to Ruky inside Sutrisno (2012), competence consists of several critical behaviors required to perform a particular role to produce satisfactory work performance. Research conducted by Renyut et al. (2017) and Sitorus et al. (2020) states that good competence will be expected to increase employee job satisfaction. Employee competence is a characteristic of a person's ability to get good work results that lead to job satisfaction.

H1: Competence matters positive and significant towards job satisfaction

Financial Compensation and Job Satisfaction

Purnamasari and Utami (2018) state that providing financial compensation to employees significantly affects work motivation and provides separate job satisfaction. If employees are appropriately compensated for what they do in the food company, of course, employees will also get good job satisfaction, which is also strengthened by theory Hasibuan inside Kadarisman (2012) The purpose of providing compensation (remuneration) is as a form of cooperation, effective procurement, job satisfaction, incentives, discipline, employees, and the influence of trade unions and the government.

H1 : Financial compensation matters positive and significant towards job satisfaction

Emotional Intelligence and Employee Performance

According to organizational standards, high EQ will perform better and eventually achieve better performance. Emotional intelligence is required to be used in task situations that require a level of knowledge and skills that is usually based on experience (Fitriastuti, 2013). By managing emotional intelligence better, it will minimize the obstacles that employees will face in completing their work.

H1 : Emotional intelligence take to effect positive and significant on employee performance

Employee Competence and Performance

According to Spencer and Spencer in Sutrisno (2012), competency components, namely motivation, personality, and self-concept, can predict behaviors that will eventually appear as job performance. Competence will affect performance because if employee competence is good it will affect employee performance (Renyut et al., 2017; Mukhtar et al., 2018).

H2 : Kompetencetake effect positive and significant towards employee performance

Financial Compensation and Employee Performance

Financial compensation can be provided directly consisting of a payment received by a person in salary, wages, bonuses, or commissions (Mondy, 2008). The compensation system will provide two of the most important objectives: encouraging employees to feel ownership and higher achievement. Mangkunegara (2009) stated that the compensation given to employees dramatically affects their performance level.

H3 : Financial compensation take effect positive and significant on employee performance

Emotional Intelligence and Employee Performance Through Job Satisfaction

Research conducted Rexhepi and Berisha (2017) and Mohanty et al. (2019) that emotional intelligence has a large positive influence on employee performance. Employees with higher emotional intelligence can control emotions that will affect their behavior and performance outcomes. High emotional intelligence will increase job satisfaction, and then Higher job satisfaction has an impact on improving employee performance (Vratskikh et al., 2016).

H4 : Emotional intelligence take effect positive and significant on employee performance through job satisfaction

Employee Competence and Performance through Job Satisfaction

Competence as an essential characteristic of a person who has a direct or indirect influence on performance (McClelland in Gaol, 2014; Spencer and Spencer inside Moeheriono, 2012). In the research conducted by Renyut et al. (2017) and Mukhtar et al. (2018), competency has a significant positive impact on performance and competence on job satisfaction. The higher the employee's ability, the higher the satisfaction you want to get to produce good performance, such as high-capability employees, and then the company will pay, which will improve the employee's performance.

H5 : Competence take effect positive and significant towards employee performance through job satisfaction

Financial Compensation and Employee Performance Through Job Satisfaction

Positive financial compensation always goes hand in hand with achieving an employee's job satisfaction (Purnamasari and Utami, 2018). Providing appropriate financial compensation encourages employees to channel their potential according to organizational goals. Simamora (2014) said that compensation consists of financial rewards and services that are specifically tailored to meet the needs of employees. Wake up (2012) said that job satisfaction is a response to The difference between the reward received by the employee and the amount of the reward that employees expect. From the provision of compensation and job satisfaction, the impact will be felt when the employee performs for the organization (Tamma and Iskandar, 2015; Mardiyanti et al., 2018).

H6 : Financial compensation takes effect positive and significant towards employee performance through job satisfaction

Job Satisfaction and Employee Performance

Job satisfaction is considered to be a factor in stimulating employee morale so that employees can provide the best results for the company (Mathis and Jackson, 2003; Hasibuan, 2017); Hadiprojo and Handoko, 2011). Employees who are satisfied with their work and responsibilities will have a positive attitude towards their work to encourage them to do their job as well as possible (Hidayati et al., 2013; Renyut et al., 2017; Mukhtar et al., 2018; Adam and Kamase, 2019). An employee who gets satisfaction at work will undoubtedly impact psychological maturity, which in turn will cause passion and enthusiasm to act to achieve higher performance than people who are not satisfied. (As'ad, 2000).

H7 : Job satisfaction take effect positive and significant towards employee performance

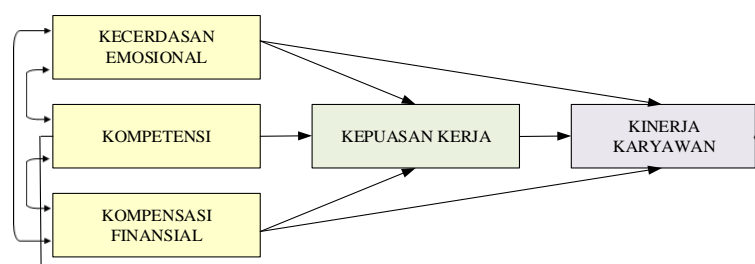


Figure 1. Research Model

Method

This study uses a probability simple random sampling method to get the right number of respondents. The sample used is 110 respondents, assuming that the number of indicators is 22 multiplied by 5. A total of 61 respondents (56%) were male, the majority of respondents were 21-30 years old (72%), most of the respondents were Bachelor (S1) education level (79%), 46% of respondents had a work period of 1-2 years and filling out the questionnaire was dominated by the editorial division (42%). This study uses a five-item scale developed by Sugiyono (2015). The grading scale ranges from 1 = "not very seventh", to 5 = "very seventh." An example item is "I know a weakness and I try to develop the abilities I have".

Emotional intelligence uses indicators from Goleman (2006) to use as measures, namely: (1) Self-awareness (has the ability to monitor and observe feelings); (2) Self-discipline (The ability to entertain oneself, release anxiety, moodiness, irritability and other consequences of failure in basic emotional skills); (3) Motivation (the ability to regulate emotions and make them a tool for self-mastery and goal achievement); (4) Empathy (the ability to pick up on hidden social signals that signal the needs and desires of others); (5) Social skills (skills to manage other people's emotions, lead and maintain relationships with others through social skills, manage interpersonal relationships).

Five characteristics of competence according to Spencer and Spencer (1993) in Sutrisno (2012), where these characteristics are used as indicators, namely as follows: (1) Motivation (a person's basis for thinking consistently and acting); (2) Nature (a character that encourages to behave or respond to something); (3) Self-concept (a person's attitudes and values); (4) Knowledge (information that a person has in a particular field); (5) Skills (the ability to carry out certain tasks, both physically and mentally mental). The indicators used to measure financial compensation according to Simamora (2014) are as follows. (1) Salary (company remuneration for the performance of its employees which is generally given at the end or beginning of the month); (2) Incentives (additional compensation beyond the salary/wages provided to motivate employees to perform better); (3) Allowances (additional income beyond the salary received by employees as assistance); and (4) Facilities (facilities that facilitate the implementation of work, for example company car facilities). Job satisfaction variables use measurement according Luthans (2005) namely: (1) Promotion; (2) co-workers; (3) Supervision; and (4) The work itself. While indicators for employee performance variables according to Mathis and Jackson (2003) include: (1) Quantity; (2) Quality; (3) Timeliness; (4) Ability to cooperate.

Method of Analysis

The analysis method used in this study is a quantitative analysis method using structural equation modeling (SEM) through AMOS 22 version software.

Results And Discussion

Normality Test and Data Outliers

Table 1. Normality Test Results

Variable	min	max	skew	cr	kurtosis	cr
KF1	-3,250	1,950	-759	-3,251	1,194	2,557
KF2	-3,355	1,908	-217	-,929	.736	1,575
KF3	-3,806	1,851	-697	-2,984	1,741	3,727
KF4	-3,598	1,905	-820	-3,509	1,159	2,482
K1	-3,766	1,658	-1,356	-5,807	3,255	6,969
K2	-3,408	1,632	-884	-3,785	1,648	3,527
K3	-3,858	1,480	-1,284	-5,496	2,727	5,837
K4	-3,795	1,583	-1,343	-5,750	2,317	4,960
K5	-3,958	1,715	-1,518	-6,501	3,462	7,412
KE5	-3,958	1,715	-1,499	-6,417	4,188	8,966
TO 4	-3,587	1,736	-1,239	-5,305	3,062	6,555
THE 3RD	-3,982	1,459	-1,574	-6,738	4,083	8,740
2ND	-3,293	1,553	-1,307	-5,596	2,605	5,577
NUMBER 1	-4,309	1,300	-1,802	-7,716	5,296	11,337
KK4	-3,951	1,238	-1,601	-6,857	3,998	8,560
KK3	-4,024	1,457	-1,610	-6,892	4,382	9,381
KK2	-4,266	1,474	-2,004	-8,581	6,131	13,125
KK1	-4,117	1,465	-1,195	-5,117	3,159	6,763

Variable	min	max	skew	cr	kurtosis	cr
KP4	-3,763	1,604	-1,415	-6,057	3,360	7,193
KP3	-3,320	1,598	-1,073	-4,595	1,904	4,076
KP2	-3,704	1,303	-1,289	-5,521	2,417	5,174
KP1	-3,141	1,675	-.543	-2,325	.793	1,699
Multivariate					9,004	1,453

Source: Results of data processing AMOS v22 (2020)

From the results of data processing shown in Table 1, it can be seen that the univariate value of the critical ratio (cr) for skewness and kurtosis of some indicators is outside the range of ± 2.58 , thus univariately these indicators are not normally distributed. However, multivariate The data is normally distributed because its critical ratio (cr) is lower than the absolute value ± 2.58 , which is 1.453. According to Henseler et al. (2009) in Okazaki (2012), the most important thing is the multivariate normality to be accepted in processing using SEM. This means that the research data used is categorized as data that has a normal distribution. See Table 2 for the processing results to see if the data is an outlier.

Table 2. Observations Farthest From The Centroid

Observation number	Mahalanobis d-squared	p1	p2
101	32,931	.063	.999
43	32,290	.073	.998
97	31,925	.079	.993
95	31,517	.086	.988
48	31,265	.091	.976
etc.	etc.	etc.	etc.

Source: Results of data processing AMOS v22 (2020)

Test of construct validity

Table 3. Results of Construct Reliability Validity Test

Variable	Indicator	Λ	λ^2	ε_j	CR	VE	Conclusion
Emotional Intelligence					0.938	0.753	Reliable
	KE1	0.887	0.787	0.213			Valid
	KE2	0.789	0.623	0.377			Valid
	KE3	0.879	0.773	0.227			Valid
	KE4	0.876	0.767	0.233			Valid
	KE5	0.902	0.814	0.186			Valid
	Sigma	4,333	3,763	1,237			
	Sigma ^ 2	18,775					
Competence					0.947	0.783	Reliable
	K1	0.784	0.615	0.385			Valid
	K2	0.879	0.773	0.227			Valid
	K3	0.872	0.760	0.240			Valid
	K4	0.935	0.874	0.126			Valid
	K5	0.946	0.895	0.105			Valid
	Sigma	4,416	3,917	1,083			
	Sigma ^ 2	19,501					
Financial Compensation					0.885	0.659	Reliable
	KF1	0.772	0.596	0.404			Valid
	KF2	0.828	0.686	0.314			Valid
	KF3	0.833	0.694	0.306			Valid
	KF4	0.812	0.659	0.341			Valid
	Sigma	3,245	2,635	1,365			
	Sigma ^ 2	10,530					
Job satisfaction					0.929	0.767	Reliable
	KP1	0.846	0.716	0.284			Valid
	KP2	0.867	0.752	0.248			Valid
	KP3	0.873	0.762	0.238			Valid
	KP4	0.915	0.837	0.163			Valid

Variable	Indicator	Λ	λ^2	ϵ_j	CR	VE	Conclusion
Employee performance	Sigma	3,501	3,067	0.933	0.957	0.848	Reliable
	Sigma ^ 2	12,257					
	KK1	0.870	0.757	0.243			
	KK2	0.972	0.945	0.055			
	KK3	0.937	0.878	0.122			
	KK4	0.901	0.812	0.188			
	Sigma	3,680	3,391	0.609			
	Sigma ^ 2	13,542					

Source: Data processed from the results of the AMOS questionnaire (2020)

It can be seen from Table 2 that the overall value of p_1 and $p_2 > 0.00$, it can be concluded that the research data used did not have outliers. With no outliers, this means the data can be used.

Table 3 shows that the standardized loading factor value of all indicators of the structure is > 0.5 , the CR value of all variables is > 0.7 , and the VE value of all variables is > 0.5 . Therefore, it can be concluded that all the variables and indicators used in this study are valid and reliable.

Test Confirmatory Factor Analysis

Confirmatory factor analysis was carried out to test the significance of index constitute the exogenous and endogenous latent variables from each indicator's load factor regression weight value. If a variable satisfies the following conditions, it is said to have a good structure or the validity of its latent variables (Wijanto, 2008). (1) Value CR (critical ratio) > 1.96 and probability (p) < 0.05 CR (Critical Ratio) > 1.96 and probability (p) < 0.05 (2) Standardized load factor ≥ 0.50 . Standard factor loading (FMS) ≥ 0.50 is very significant CFA testing as shown in Table 4 below.

Table 4. CFA Test Results

			Estimae	* R2	CR	P	Influence
NUMR1	<---	Emotional Intelligence	1,000	.887			Real
2ND	<---	Emotional Intelligence	.890	.789	10,760	***	Real
THE3D	<---	Emotional Intelligence	.992	.879	13,250	***	Real
TO 4	<---	Emotional Intelligence	.988	.876	13,214	***	Real
KE5	<---	Emotional Intelligence	1,017	.902	14,118	***	Real
K1	<---	Competence	1,000	.784			Real
K2	<---	Competence	1,121	.879	10,645	***	Real
K3	<---	Competence	1,112	.872	10,469	***	Real
K4	<---	Competence	1,192	.935	11,595	***	Real
K5	<---	Competence	1,206	.946	11,769	***	Real
KF1	<---	Financial Compensation	1,000	.772			Real
KF2	<---	Financial Compensation	1,072	.828	8,978	***	Real
KF3	<---	Financial Compensation	1,079	.833	8,805	***	Real
KF4	<---	Financial Compensation	1,051	.812	8,813	***	Real
KP1	<---	Job satisfaction	1,000	.846			Real
KP2	<---	Job satisfaction	1,025	.867	11,493	***	Real
KP3	<---	Job satisfaction	1,032	.873	11,988	***	Real
KP4	<---	Job satisfaction	1,081	.915	12,823	***	Real
KK1	<---	Employee performance	1,000	.870			Real
KK2	<---	Employee performance	1,117	.972	16,466	***	Real
KK3	<---	Employee performance	1,077	.937	15,057	***	Real
KK4	<---	Employee performance	1,036	.901	13,769	***	Real

Notes *) Standardized loading factors

Source: Results of data processing AMOS v22 (2020)

It can be seen from Table 4 that all indicators for researching latent variables have CR (critical ratio) values > 1.96 , and $p = 0.001$ (***) symbol) or lower than probability (p) < 0.05 (Ghozali, 2008). based on the calculation results of all valid indicators because the standard load factor value is > 0.50 , so there is no need to modify the model, and all the structures of the latent variables studied are acceptable. (Wijanto, 2008). The

relationship between the indicator and the latent variable is expressed by the coefficient of determination (R²). The above table shows that the various indicators used in this study have a significant positive impact on the latent variable under the significance of $\alpha=0.05$ for the coefficient of determination (R²).

According to the coefficient of determination (R²), the change of self-awareness index is 88.7%, self-regulation is 78.9%, motivation is 87.9%, recognition of other people's emotions (empathy) is 87.6%, social skills are 90, 2%, EQ can be used Changes in latent variables to explain. The coefficient of determination (R²) for changes in motivation indicators is 78.4%, nature is 87.9%, self-concept is 87.2%, knowledge is 93.5%, skill is 94.6%, and changes can explain the potential ability of the variable. The coefficient of determination (R²) for changes in wage indicators is 77.2%, incentives (bonuses) are 82.8%, allowances are 83.3%, and conveniences are 81.2%. Changes in financial hidden variables can be used to explain compensation. The coefficient of determination (R²) for changes in promotion indicators is 84.6%, colleagues 86.7%, supervision is 87.3%, and work itself is 91.5%, which can be displayed with changes in latent variables of job satisfaction. The coefficient of determination (R²) for changes in quantitative indicators is 87%, quality is 97.2%, timeliness is 93.7%, and collaborative workability is 90.1%, which can be explained by changes in latent variables of employee performance.

Full Model Feasibility Test

Table 5. Summary of the Goodness of Fit Test Results

No.	Test Equipment	Criteria	Results of Data Processing	Conclusion
1	χ^2	$\chi^2 \text{ count} \leq \chi^2 \text{ table}$	267,560 > 232,912	<i>Marginal fit</i>
2	P	$0.05 \leq p$	$0.05 > 0.001$	<i>Marginal fit</i>
3	CMIN	Saturated model < default model < independence model	Default model = 267,560 Saturated model = 0 Independence model = 2733,454	<i>Good fit</i>
4	GFI	GFI = 1 → perfect fit, $0.9 \leq \text{GFI} < 1$ → good fit $0.8 \leq \text{GFI} < 0.90$ → marginal	0.827	<i>Marginal fit</i>
5	RMSEA	RMSEA ≤ 0.05 → closed fit $0.05 < \text{RMSEA} \leq 0.08$ → good fit $0.08 < \text{RMSEA} \leq 0.10$ → marginal RMRSEA > 0.10 → poor fit	0.056	<i>Good fit</i>
6	AGFI	AGFI = 1 → perfect fit $0.9 \leq \text{AGFI} < 1$ → good fit $0.8 \leq \text{AGFI} < 0.90$ → marginal fit	0.780	<i>Marginal fit</i>
7	TLI	$0.9 \leq \text{TLI}$ → good fit $0.8 \leq \text{TLI} < 0.90$ → marginal fit	0.968	<i>Good fit</i>
8	NFI	$0.9 \leq \text{NFI} < 1$ → good fit $0.8 \leq \text{NFI} < 0.90$ → marginal fit	0.902	<i>Good fit</i>
9	PNFI	$0.6 < \text{PNFI} < 0.9$ → significant	0.777	<i>Good fit</i>
10	PGFI	Approaching 1 → parsimony	0.650	<i>Good fit</i>

Source: Results of data processing AMOS v22 (2020)

Hair et al. (2010) Point out that using four to five goodness-of-fit criteria is considered sufficient to assess the feasibility of the model, and point out that each goodness-of-fit criterion, namely the absolute fit index, the incremental fit index, and the reduced fit index, are all expressed or Some meet good fitting criteria. In Table 5 above, six out of ten criteria meet a good fit. In addition, it also shows that each goodness-of-fit standard consisting of an absolute fit index, an incremental fit index, and a reduced fit index. So it can be explained that the model taken in this study is good, and there is no need to improve the model.

Structural Model Analysis

The result of data processing is a graph that connects exogenous, intermediate and endogenous variables. Single arrow indicates the causal relationship between exogenous or intermediate variables endogenous variables. The arrows are also connected incorrectly (residuals)

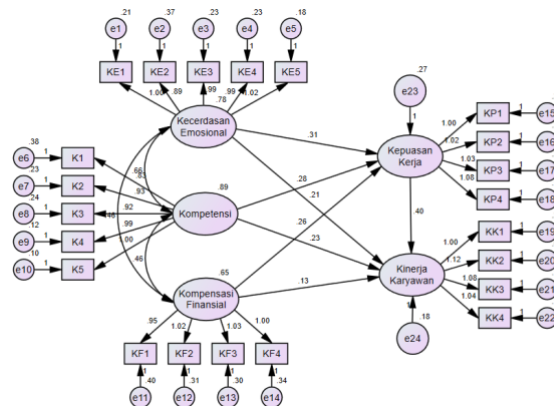


Figure 2. Full Research Model

The double arrows show the correlation between pairs of exogenous variables. The path coefficient is the standard regression coefficient or "beta", which shows the direct influence of exogenous variables on endogenous variables.

Table 6. Standardized Regression Weights Between Variables

			Estimate
Job satisfaction	<---	Emotional Intelligence	.325
Job satisfaction	<---	Competence	.311
Job satisfaction	<---	Financial Compensation	.252
Employee performance	<---	Emotional Intelligence	.217
Employee performance	<---	Competence	.247
Employee performance	<---	Financial Compensation	.119
Employee performance	<---	Job satisfaction	.393

Source: Results of data processing AMOS v22 (2020)

Table 7. Indirect Effects

	Financial Compensation	Competence	Emotional Intelligence
Job satisfaction	.000	.000	.000
Employee performance	.099	.122	.128

Source: Results of data processing AMOS v22 (2020)

Table 8. Total Effects

	Financial Compensation	Competence	Emotional Intelligence	Job satisfaction
Job satisfaction	.252	.311	.325	.000
Employee performance	.219	.370	.345	.393

Source: Results of data processing AMOS v22 (2020)

Table 9. Squared Multiple Correlations and Variances

	R ²	SE
Job satisfaction	.627	.265
Employee performance	.759	.181

Source: Results of data processing AMOS v22 (2020)

The structural equation of job satisfaction (KP) explains the causal relationship between the independent variable, the change in KP when EQ changes (KE), competence (K) and financial compensation (KF) or $KK = f(KE, K, KF)$. While the structural equation of employee performance (KK) explains the causal relationship between changes in employee performance (KK), changes in emotional intelligence (KE), competence (K) and financial compensation (KF) and job satisfaction (KP) or $KK = f(KE, K, KF, KP)$. So that The structural equation of exogenous variables versus endogenous variables is as follows.

- 1) The structural similarities of the direct influence between KE, K and KF on KP

- $KP = \gamma_{1.1} KE + \gamma_{1.2} K + \gamma_{1.3} KF + \zeta_1$
 $KP = 0.325KE + 0.311K + 0.252KF$
 $R^2 = 0.627$
- 2) The structural similarities of direct influence between KE, K, KF and KP on KK
- $KK = \gamma_{2.1} KE + \gamma_{2.2} K + \gamma_{2.3} KF + \beta_{2.1} KP + \zeta_2$
 $KK = 0.217KE + 0.247K + 0.119KF + 0.393KP$
 $R^2 = 0.759$
- 3) The structural equation of the indirect effect (through KP as an intervening) between KE, K, KF and KP on KK
- $KK = \gamma_{3.1} KE + \gamma_{3.2} K + \gamma_{3.3} KF + \zeta_3$
 $KK = 0.128KE + 0.122K + 0.099KF$
 $R^2 = 0.759$
- 4) So that the structural equation of the total effect (with intervening KP) between KE, K, KF and KP on KK
- $KK = \gamma (2.1 + 3.1) KE + \gamma (2.2 + 3.2) K + \gamma (2.3 + 3.3) KF + \zeta_4$
 $KK = (0.217 + 0.128) KE + (0.247 + 0.122) K + (0.119 + 0.099) KF$
 $KK = 0.345KE + 0.369K + 0.218KF$
 $R^2 = 0.759$

Hypothesis testing

If the probability (P) value is <0.05 or $CR > 1.96$ (the critical Z value for the 95% confidence level), then the hypothesis is accepted. The hypothesis test results of direct effects are shown in Table 10 below.

Table 10. Unstandardized Regression Weights

			Estimate	SE	CR	P	Label
Job satisfaction	<---	Emotional Intelligence	.311	.126	2,456	.014	par_17
Job satisfaction	<---	Competence	.278	.110	2,516	.012	par_18
Job satisfaction	<---	Financial Compensation	.263	.104	2,519	.012	par_20
Employee performance	<---	Emotional Intelligence	.213	.107	1,988	.047	par_22
Employee performance	<---	Competence	.228	.093	2,436	.015	par_19
Employee performance	<---	Financial Compensation	.128	.088	1,454	.146	par_21
Employee performance	<---	Job satisfaction	.404	.103	3,910	***	par_23

The degree of influence between exogenous variables on endogenous variables comes from Table 11 below.

Table 11. Standardized Regression Weights

			Estimate
Job satisfaction	<---	Emotional Intelligence	.325
Job satisfaction	<---	Competence	.311
Job satisfaction	<---	Financial Compensation	.252
Employee performance	<---	Emotional Intelligence	.217
Employee performance	<---	Competence	.247
Employee performance	<---	Financial Compensation	.119
Employee performance	<---	Job satisfaction	.393

Source: Results of data processing AMOS v22 (2020)

Mediation Hypothesis Test

The Sobel Test is used to determine the significance of the indirect effect better. This test is considered to have more statistical power than other formal methods Hair et al. (2010). The following is the Sobel Test formula:

$$Sat = \sqrt{b^2 Sa^2 + a^2 Sb^2 + Sa^2 Sb^2}$$

In order to test the significance of the indirect influence of the independent variable on the dependent variable, the following formula is needed to calculate the z value of the ab coefficient.

$$z = \frac{ab}{Sab}$$

Where:

- a : the regression coefficient of the independent variable on the mediating variable
- b : the regression coefficient of the mediating variable on the dependent variable
- Sa : *standard error of estimation* of the coefficient a
- Sb : *standard error of estimation* of the coefficient b

a) Emotional Intelligence Against Employee Performance Through Job Satisfaction

$$Sat = \sqrt{b^2 Sa^2 + a^2 Sb^2 + Sa^2 Sb^2}$$

$$Sat = \sqrt{(0,404^2 \times 0,126^2) + ((0,311)^2 \times (0,103)^2) + (0,126^2 \times 0,103^2)}$$

$$Sat = 0,062$$

$$z = \frac{ab}{Sab} = \frac{0,311 \times 0,404}{0,062} = 2,027$$

b) Competence Against Employee Performance Through Job Satisfaction

$$Sat = \sqrt{b^2 Sa^2 + a^2 Sb^2 + Sa^2 Sb^2}$$

$$Sat = \sqrt{(0,404^2 \times 0,110^2) + ((0,278)^2 \times (0,103)^2) + (0,110^2 \times 0,103^2)}$$

$$Sat = 0,054$$

$$z = \frac{ab}{Sab} = \frac{0,278 \times 0,404}{0,054} = 2,080$$

c) Financial Compensation for Employee Performance through Job Satisfaction

$$Sat = \sqrt{b^2 Sa^2 + a^2 Sb^2 + Sa^2 Sb^2}$$

$$Sat = \sqrt{(0,404^2 \times 0,104^2) + ((0,263)^2 \times (0,103)^2) + (0,104^2 \times 0,103^2)}$$

$$Sat = 0,051$$

$$z = \frac{ab}{Sab} = \frac{0,263 \times 0,404}{0,051} = 2,083$$

The results of testing all of the hypotheses proposed in this study are as follows.

Effect of Emotional Intelligence on Job Satisfaction of Detikcom Employees

Respondents' opinion about the influence of emotional intelligence on job satisfaction is $2.456 > 1.96$ (95% critical Z value), probability value (p) $0.014 < 0.05$, and the regression coefficient value is 0.325 (positive), so it can be concluded that intelligence affect Detikcom Employee job satisfaction has a positive and significant effect.

The results of this research prove that the existence of job satisfaction is felt by Detikcom employees, which is due to the ability of employees to manage their emotions well towards co-workers who others so that it has an impact on employee job satisfaction. Employees feel able to show their ability to work and express, such as showing the employee's boss that he can complete work on time, feel happy, and feel satisfied. Employees will feel confident and happy in doing their job and rarely feel stressed, even in conditions of short deadlines, employees are still able to focus and keep doing their work as much as possible. In this case employees often contribute in the form of mutual enthusiasm between employees so as to provide job satisfaction to employees.

Detikcom employees can manage their emotions well, the results of the open-ended questionnaire state that by managing themselves, with how to keep emotions and keep thinking positive. And Detikcom employees feel confident; this is because Detikcom employees increase their self-awareness by regularly evaluating themselves and trying to be open-minded in accepting criticism and suggestions from people around them.

Based on the statistical calculation results that prove this hypothesis, it shows that emotional intelligence has a positive and significant impact on Detikcom's employee job satisfaction. Therefore, it can be concluded that EQ and job satisfaction theories are qualified and can be applied to Detikcom. This is also because Detikcom is a company engaged in the service sector, in which emotional intelligence plays a very important role. This study also supports the research results Kumar (2018), which states that emotional intelligence has a positive and significant effect on job satisfaction. However, the results of this study are contradictory research results Hidayati et al. (2013) which states that emotional intelligence has no significant effect on employee job satisfaction.

Effect of Competence on Job Satisfaction of Detikcom Employees

Respondents' opinions about the effect of the competency variable on job satisfaction are $2.516 > 1.96$ (95% confidence threshold), the probability value (p) is $0.012 < 0.05$, and the direct impact regression coefficient is 0.311 (positive), so that it can be concluded, Competence positive and significant effect on job satisfaction of Detikcom employees.

Refer to Mulyana (2004) good competence is influenced by skills and knowledge. Skills are things possessed by an individual who performs the task or job assigned to him. For example, the ability of employees to choose work strategies that are seen as more effective and efficient, as well as knowledge of domain awareness. For example, employees know how to identify work and how to get the job done well in accordance with company goals. Having good skills and knowledge will lead to better work efficiency, so that employees can perform better.

The results of the open-ended questionnaire stated that the skills and knowledge needed by Detikcom employees were skills and knowledge in accordance with their field of work such as good writing skills and knowledge, good communication and knowledge in the field of information technology (IT). These skills and knowledge are needed because Detikcom is a company engaged in the media sector.

The statistical calculation results based on the proof hypothesis show that the ability has a positive and significant impact on the job satisfaction of Detikcom employees. Even when compared with other variables that are predicted to affect job satisfaction, competence is the variable that most influences job satisfaction. So It can be concluded that the competence and job satisfaction theories are qualified and can be applied to Detikcom. This study also supports the research results Renyut et al. (2017) and Sitorus, et al. (2020), which states that competence has a positive and significant effect on job satisfaction. However, the results of this study are contradictory research results Mukhtar et al. (2018) and Adam and Kamase (2019) which states that competence does not have a significant effect on employee job satisfaction.

The Effect of Financial Compensation on Job Satisfaction of Detikcom Employees

Respondents' views on the impact of economic salary variables on job satisfaction are $2.519 > 1.96$ (the 95% confidence threshold), the probability value (p) is $0.012 < 0.05$, and the regression coefficient value is 0.252 (positive), so we can get It is concluded that financial compensation has a positive and significant impact on Detikcom's employee job satisfaction.

One of the goals of providing financial compensation is to create employee job satisfaction based on the statement Hasibuan (2008) "With remuneration, employees will be able to fulfill their physical, social and egoistic needs so that they get job satisfaction from their position". This concurs with Hadiprojo and Handoko (2011) which states that "A personnel department improves work performance, motivation and employee job satisfaction through compensation". This is also in accordance with the results of the questionnaire proposed by the researcher in the closed question "the company has provided a salary every month according to my work contribution." Respondents' answers agreed with 52.73% and closed questions "the company in providing a salary every month is quite feasible and in accordance with expectations. me," the answers of respondents agreed with 44.55%.

The statistical calculation results based on the proof hypothesis show that financial compensation positively impacts Detikcom employees' job satisfaction. Therefore, it can be concluded that the theory of economic compensation and job satisfaction is qualified and can be applied to Detikcom. This study also supports the results of the study Purnamasari and Utami (2018), which states that financial compensation has a positive and significant effect on job satisfaction. However, the results of this study are contradictory research results Mardiyanti et al. (2018) and which states that financial compensation has no significant effect on employee job satisfaction.

Effect of Emotional Intelligence on Employee Performance Detikcom

Respondents' views on the impact of emotional intelligence variables on employee performance are $1.988 > 1.96$ (the 95% confidence threshold), the probability value (p) is $0.047 < 0.05$, and the regression coefficient value is 0.217 (positive). Therefore, it can be concluded that emotional intelligence has a positive and significant impact on Detikcom's employee performance.

This shows that high emotional intelligence has an impact on employee performance. The higher the EQ level of Detikcom employees at work, the better the job done. This is because employees are able to control their emotions well under different conditions and work situations every day, which ultimately has a good impact on their performance. One of the measures for employee performance is the quantity and quality of work. The questionnaire results state that the form of efforts of Detikcom employees in achieving the quantity of work is self-awareness, that work is a responsibility that must be completed. As for work quality, the way

Detikcom employees maintain work quality is by remaining stable at work, meaning by managing their own emotions well.

The statistical calculation results based on the proof hypothesis show that emotional intelligence has a positive and significant impact on employee performance Detikcom. Therefore, it can be concluded that EQ and employee performance theory are qualified and can be applied to Detikcom. This study also supports the research results Rexhepi and Berisha (2017) and Mohanty et al. (2019), which states that emotional intelligence has a positive and significant effect on employee performance. However, the results of this study are contradictory to the results of research Hidayati et al. (2013) and Oktariani et al. (2016) which states that emotional intelligence has no significant effect on employee performance.

Effect of Competence on Employee Performance Detikcom

Respondents' opinion on the impact of competency variables on employee performance is $2.436 > 1.96$ (the 95% confidence threshold), the probability value (p) is $0.015 < 0.05$, and the direct effect regression coefficient is 0.247 (positive), so it can be concluded that competence has a positive and significant impact on the performance of Detikcom employees. This indicates that high competence has an influence on the performance of Detikcom employees. Employees who have high competence will be more confident so they don't make mistakes while working and are able to complete the job properly.

Competence which consists of competencies in the form of employee education, experiences both directly and indirectly in working, broad knowledge or insight from a worker, and skills that are a talent or natural intelligence of employees who encourage to work. better is a set of factors that support competence to achieve superior performance. This is in accordance with the results of the questionnaire proposed by the researcher on the closed question "My competence makes me feel confident to complete work with good quality", the respondents' answers agreed by 65.45%. This description suggests that having good competence can improve employee performance.

The statistical calculation results based on the proof hypothesis show that ability has a positive and significant impact on employee performance Detikcom. Therefore, it can be concluded that employee competence and performance theory are qualified and can be applied to Detikcom. This study also supports the research results Renyut et al. (2017) and Mukhtar et al. (2018), which states that competence has a positive and significant effect on employee performance. However, the results of this study are contradictory research results Adam and Kamase (2019) which states that competence does not have a significant effect on employee performance.

Effect of Financial Compensation on Employee Performance Detikcom

Respondents' views on the impact of financial compensation variables on employee performance were $1.454 < 1.96$ (the 95% confidence threshold), the probability value (p) was $0.146 < 0.05$, and the regression coefficient value was 0.119 (positive). Therefore, it can be concluded that financial compensation has a positive but insignificant impact on Detikcom's employee performance.

This is inversely proportional to "financial compensation has a positive and significant impact on employee performance" means that the truth has not been confirmed. The results of this study are contrary to the research Tamma and Iskandar (2015) and Mardiyanti et al. (2018) which states that Financial compensation has a positive and significant impact on employee performance. Financial compensation, especially salary, is an attraction, and it will motivate someone to do something, because rewards bring performance.

The results of this study also supports the research results Sulistyani and Irawan (2018) and Sugijanto (2018) that state that Financial compensation has a positive but insignificant impact on employee performance. After research conducted by Detikcom, the results show that financial compensation has a positive but insignificant effect on employee performance. The next researcher asked Detikcom employees about this matter. When submitting these questions, the employee explained that, judging from the work results of each employee, he did not see the provision of financial compensation. For example, in the form of salary increases and bonuses, they are not distributed according to workload and work results, but are distributed on an average basis, not every year, but when there is a certain momentum. 46.36%.

The statistical calculation results based on the proof hypothesis indicate that financial compensation has a positive but insignificant impact on Detikcom's employee performance. Therefore, it can be concluded that the theory of economic compensation and employee performance does not meet the conditions of Detikcom.

The Effect of Emotional Intelligence on Employee Performance through Employee Job Satisfaction of Detikcom

Respondents' opinions about the effect of the economic variable of wages on job satisfaction are $2.519 > 1.96$ (95% confidence limit), the probability value (p) is $0.012 < 0.05$, and the regression coefficient value is 0.252

(positive), so the conclusion can be drawn. withdrawn Yes, financial compensation has a positive and significant effect on job satisfaction of detikcom employees.

This study proves that the direct impact of EQ on performance is greater than the indirect impact of EQ on employee performance through job satisfaction. This study also supports the research results Rexhepi and Berisha (2017) and Mohanty et al. (2019), which states that Emotional intelligence has a positive and significant impact on employee performance. Emotional intelligence is considered to be one of the most important factors in predicting the success of individuals and organizations, because people with high EQ can feel their own emotions as well as the emotions of others, and they can evaluate these emotions and further organize them to obtain the desired positive results. However, the results of this study are contradictory to the results of research Hidayati et al. (2013) and Oktariani et al. (2016) which states that emotional intelligence has no significant effect on employee performance.

The statistical calculation results based on the proof hypothesis show that emotional intelligence positively impacts employee performance through employee job satisfaction. Therefore, it can be concluded that the theories of emotional intelligence, job satisfaction and employee performance are qualified and can be applied to Detikcom. This study also supports the research results Vratskikh et al. (2016) stated that emotional intelligence has a positive and significant effect on employee performance through job decision. If employees' perceived job satisfaction is high, the application of EQ in Detikcom has a great impact on employee performance. Employees have self-awareness, self-management and control capabilities, self-motivation capabilities and high social skills. Self-awareness, positive interpersonal relationships, and interaction can make employees feel comfortable at work, bringing happiness and satisfaction.

With this job satisfaction, employees try their best and are able to advance their performance. Employees can build good relationships between employees and leaders so that they can improve their performance according to the specified targets. So with the high emotional intelligence possessed by Detikcom employees can increase job satisfaction so that employee performance also increases. However, the results of this study are contradictory research results Yoke and Panatik (2016) which states that emotional intelligence has no significant effect on employee performance through job satisfaction.

The Effect of Competence on Employee Performance through Employee Job Satisfaction of Detikcom

Respondents' views on the effect of the ability variable on employee performance through job satisfaction are $2,080 > 1.96$ (Z cut-off value with 95% confidence), the probability value (p) is $0.034 < 0.05$, and the regression coefficient for indirect influence is 0.122 (positive) less than 0.247 (positive) has a direct effect on employee performance, so it can be concluded that competence has a positive and significant effect on employee performance through Detikcom employee job satisfaction.

This study proves that the direct influence of ability on performance is greater than the indirect influence of ability on employee performance through job satisfaction. This study also supports the research results Renyut et al. (2017) and Mukhtar et al. (2018), which states that competence has a positive and significant impact on employee performance. Employee ability shows the level of influence of employees in the company. An employee's good education level shows that he can have a higher position than other employees. So that the competence of an employee can affect their performance. However, the results of this study are contradictory research results Adam and Kamase (2019) which states that competence does not have a significant effect on employee performance.

The statistical calculation results based on the proof hypothesis show that competency positively impacts employee performance through employee job satisfaction. Therefore, it can be concluded that competency theory, job satisfaction theory and employee performance theory are qualified and can be applied to Detikcom. This study also supports the research results Renyut et al. (2017) and Mukhtar et al. (2018) stated that competence has a positive and significant influence on employee performance through job satisfaction. Suppose an employee is satisfied with his work and is happy to complete the work without being forced by his boss to complete the assigned tasks. In that case, the employee's job satisfaction can be achieved, but because the employee really likes his work and feels responsible for the job so that if someone works without it compulsion and with a big heart, the performance will also get better if done carefully. Therefore, a manager must create supportive conditions for his employees to work comfortably because job satisfaction can be achieved if the condition of an employee is in good condition. When an employee loves a job, the employee will automatically be satisfied with the work result or performance. However, the results of this study are contradictory research results Adam and Kamase (2019) which states that competency has no significant effect on employee performance through job satisfaction.

The Influence of Financial Compensation on Employee Performance through Employee Job Satisfaction of Detikcom

The opinion of respondents about the influence of the financial compensation variable on employee performance through job satisfaction is $2.083 > 1.96$ (the critical value for the 95% degree of confidence) with a probability value (p) of $0.034 < 0.05$ and the indirect effect regression coefficient value of 0.099 (positive) is smaller than the direct effect on employee performance of 0.119 (positive), so it can be concluded that financial compensation has a positive and significant effect on employee performance through employee job satisfaction Detikcom.

This study demonstrates that the direct effect of competency on performance is greater than the indirect effect of competency on employee performance through job satisfaction. This study also supports the research results Tamma and Iskandar (2015) and Mardiyanti et al. (2018), which states that Financial compensation has a positive and significant impact on employee performance. Financial compensation is one of the important roles in improving employee performance, and one of the main reasons someone works is to make ends meet. In order to get the proper reward, someone will work in the best possible way. The better the financial compensation employees receive, the better the employee's performance. However, research results contradict the results of this study on the sixth hypothesis, Sulistyani and Irawan (2018) and Sugijanto (2018) that state that Financial compensation has no significant effect on employee performance.

The results based on statistical calculations prove the assumption that economic compensation has a positive and significant impact on employee performance through employee job satisfaction Detikcom. Therefore, it can be concluded that the theories of economic compensation, job satisfaction and employee performance are qualified and can be applied to Detikcom. This study also supports the research results Sudiarditha et al. (2019) provide a statement that financial compensation has a positive and significant impact on employee performance based on work decisions. This is due to the provision of appropriate and appropriate financial compensation, employees will feel satisfied and try to improve their performance. Therefore, Detikcom needs to consider the compensation factor as a driving force for improving employee job satisfaction. Because employees are highly satisfied with their work, they are enthusiastic about performing the work assigned by the company. However, the results of this study are contradictory research results Mardiyanti et al. (2018) which states that emotional intelligence has no significant effect on employee performance through job satisfaction.

The Effect of Job Satisfaction on Employee Performance Detikcom

Respondents' opinion about the influence of job satisfaction variables on employee performance is $3.910 > 1.96$ (the critical value for the 95% degree of confidence) with a probability value (p) < 0.05 and a direct effect regression coefficient value of 0.393 (positive). It is concluded that job satisfaction has a positive and significant effect on Detikcom employee performance.

Employees always want a fair promotion policy that does not meet their expectations. Employees will seek fair promotion policies and practices. Promotion can provide opportunities for growth in each employee, increased responsibility, and promotion of social status. If all employees consider that the company's position is made openly and fairly, there will be opportunities to achieve satisfaction in their work. This is able to motivate and direct employees to be able to exert their best performance.

This is consistent with respondents' answers to distributed questionnaires, that employees expect a fair promotion policy where each subsection must have the same opportunity. As well as a more transparent and clear promotion in accordance with the competence, loyalty and achievement of employees and followed by salary adjustments when they are at a new position. Currently, the salary is still the same but the workload has increased many times.

Based on the statistical calculations that prove the hypothesis, job satisfaction seems to have a positive and significant impact on Detikcom's employee performance. Therefore, it can be concluded that the theory of job satisfaction and employee performance is qualified and can be applied to Detikcom. The results of this study also support the research results of Hidayati et al. (2013), Renyut et al. (2017), Mukhtar et al. (2018) as well as Adam and Kamase (2019) which states that job satisfaction has a positive and significant effect on employee performance. However, this study's results are contradictory research results Arda (2017), which states that job satisfaction has no significant effect on employee performance.

Conclusions

The conclusion Based on the research results, emotional intelligence, ability, and economic compensation have a positive and significant impact on the job satisfaction of Detikcom employees. Intelligence and emotional ability have a positive and significant impact on the performance of Detikcom employees. Financial compensation has a positive but not significant effect on the performance of Detikcom employees. Emotional intelligence, ability and financial compensation all have a positive and significant effect on employee performance through the job satisfaction of Detikcom employees. Job satisfaction has a positive and significant effect on the performance of Detikcom employees.

Based on the research results, the following are some suggestions that can help improve employee performance through job satisfaction, as follows. (1) Companies can hold training and seminars or talk shows related to self-development or emotional intelligence. (2) Companies need to more support the consistency of employees in doing their work in accordance with the thoughts of employees by placing employees according to their competence. (3) Financial compensation needs to be improved where it is still considered not having a high enough impact on employee job satisfaction. (4) Companies need to pay attention to the emotional intelligence of employees by conducting training and seminars on emotional intelligence. (5) Companies need to make efforts by adding to the knowledge and skills possessed by employees related to their assigned positions, both through informal and non-formal education. (6) It is not proven that the better emotional intelligence will be able to increase performance Detikcom employees, so that to make employee performance increase, the aspect of financial compensation does not need to be considered. (7) If the company carries out the strategy suggested in point 1 regarding increasing the emotional intelligence of employees it will cause job satisfaction to increase so that employee performance will also be positively impacted. (8) If Detikcom implements the strategy suggested in point 2 regarding improving employee competence it will cause job satisfaction to increase so that employee performance will also be positively impacted. (9) If Detikcom implements the strategy suggested in point 3 related to improving the mechanism for providing financial compensation to employees it will cause job satisfaction to increase so that employee performance will also be positively impacted. (10) In this study, satisfaction is an important factor for improving employee performance. Therefore, it is important for companies to be able to maintain the role of job satisfaction so that efforts to improve performance through job satisfaction can be maintained.

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