ABSTRACT

Shipping is an activity carried out at sea using types of ships such as tankers, boats, cruise ships and other vessels. In sailing, ships require employees in global trade. Maritime employees have several specific skills that require them to follow the strict safety standards and regulations that apply in the shipping industry, depending on the type of ship and its function, different roles and responsibilities may be assigned either on the ship, in the port or in the maritime office. This research was conducted to determine the influence of motivation and job satisfaction variables on the performance of shipping industry employees. The data used in this research is primary data obtained through questionnaires distributed to employees working in the shipping industry. Researchers used the Lemeshow sampling method, where 100 respondents were involved in this research. At this SEM stage, the researcher determines the model specifications that determine the variables that influence employee performance, such as motivation and job satisfaction. In the table above it can be explained that the T-statistic must have a value of > 1.96, so there is a significant positive influence between the variables. In this study, job satisfaction towards employee performance was worth 0.985 where H1 was rejected, motivation towards satisfaction was 6.859 so H2 was accepted and work motivation towards performance was worth 9.766 so H3 was accepted. So it can be concluded that the influence of job satisfaction analysis on employee performance does not significantly affect employee performance and it is known that the higher the motivation, the higher the level of job satisfaction and the higher the employee's performance.

Keywords: Shipping, Shipping Employees, Questionnaire, *Sampling, SEM (Structural Equation Modeling).*