

ABSTRACT

PT Pos Indonesia (Persero) is a company focused on postal and logistics services in Indonesia. This study aims to analyze the impact of competency development and remuneration systems on employee job satisfaction and their effect on employee performance within the company. The study is motivated by fluctuations in employee satisfaction and performance, indicating dissatisfaction with competency development and the remuneration system.

This research employs a quantitative approach using descriptive analysis. The method used to collect data involved a survey of 84 employees at the Head Office of PT Pos Indonesia (Persero) in Bandung. The sample was selected using the stratified random sampling technique and analyzed using SmartPLS software version 3.2.9.

The results of the study indicate that competency development and the remuneration system have a positive and significant impact on job satisfaction. Additionally, job satisfaction has a positive and significant effect on employee performance. Specifically, job satisfaction positively and significantly mediates the relationship between competency development, the remuneration system, and employee performance.

Keywords: *Competency Development, Remuneration Systems, Employee Job Satisfaction, Employee Performance*