

COMPETENCE AND TEACHER PERFORMANCE: AN ANALYSIS OF THE MODERATING ROLE OF JOB SATISFACTION

Devi Alviani^{1*}

¹ Faculty of Economics and Business, Universitas Padjadjaran, Bandung, Indonesia

*Corresponding Author: devi22006@mail.unpad.ac.id

Abstract: This study aims to examine the effect of competence on performance, with job satisfaction as a moderator, among vocational high school teachers in Pekanbaru City. The approach used is quantitative, with the research population consisting of all vocational high school teachers in Pekanbaru City, totaling 778 individuals. Based on the Krejcie and Morgan table (1970), the sample size is 260 individuals, selected through Systematic Random Sampling. Primary data were collected through a questionnaire using a 1-5 point Likert scale and processed using Structural Equation Modeling (SEM) with Smart PLS 3.0 as the analytical tool. The results of hypothesis testing indicate that: 1) competence has a positive and significant effect on performance, 2) job satisfaction also has a positive and significant effect on performance, and 3) job satisfaction moderates the effect of competence on teacher performance.

Keywords: Competence, Job Satisfaction, Performance.
