

## ***ABSTRACT***

The purpose of this study was to determine the effect of leadership, work motivation and compensation on job satisfaction of the employees of Directorate X in XYZ Institute. This study is a causal relationship research with quantitative techniques, using a saturated sampling technique with a sample of 77 respondents. Researchers distributed questionnaires to 77 respondents but only 47 respondents filled out the questionnaires. The data processing technique uses the Structural Equation Model (SEM) method which is assisted by the Smart PLS.3.3.2. software. The results of this study indicate that leadership and compensation have a significant positive effect on employee job satisfaction. Work motivation has no effect on job satisfaction.

**Keyword:** Leadership, Work Motivation, Compensation, Job Satisfaction