

ABSTRACT

Human resources is one of the resources that has an important role to get organization goal so that should be managed well to win the competition. The researcher did this research to find out about the influence of motivation to job satisfaction of employee at PT. Chitose International Tbk. This research takes the object of research on PT. Chitose International Tbk which is a manufacturing company.

This research uses descriptive and casual method. This research also includes of independent variable and dependent variable. The independent variable is motivation which is achievement motivation, affiliation motivation, and power motivation. The dependent variable is job satisfaction. The researcher uses primer and secunder data on this research. Primer data is gotten from interviews and questioners which is given to 233 respondents. Secunder data is documents that is taken from the company. Technique of collecting the sample of this research is simple random sampling. Technique of analyzing the data of this research is doubled regression linear analysis. To help analysing the data, the researcher uses SPSS program.

The result of this research shows that motivation influences to the working satisfaction of the employee for about 59,3% and 40,7% by other variable that is not researched by the researcher. Partially, achievement and affiliation motivation have a significant influence to the job satisfaction of the employee. However, the power motivation has no significant influence to the job satisfaction of the employee. The suggestions from this research are that the company could give a reward to the employee who has good achievement and the management of company would reorganize the fee. For the next research, it could be done in some companies and could analyze othe variable which effect job satisfaction such as compensation, promotion, and leadership.

Key word: motivation, job satisfaction