

ABSTRACT

One important reason in achieving good organizational performance is a human resource factor. One way to support employees is by paying attention to their job satisfaction. Job satisfaction must be felt by all employees of PT Pindad Persero, because if employees are satisfied with their work they will give their efforts to make high performance and productivity. This research was conducted to see how much influence job satisfaction has on employee performance at PT Pindad Persero's Renkinrus Division. Secondary data in this study were taken from various literature and documents relevant to the title and theme of the study. As well as primary data taken through a questionnaire obtained from 30 respondents who are employees of PT Pindad Persero Renkinrus division.

The method used in this study is a quantitative method. With data analysis used descriptive analysis and simple linear regression analysis. The technique of collecting data uses a questionnaire tool with a measurement scale distributed to 30 respondents who are employees of PT. Pindad Persero. The sampling technique is done by non probability sampling method. The analysis technique uses descriptive analysis and simple regression analysis. The independent variables studied were job satisfaction and the dependent variable studied was employee performance.

The results showed that job satisfaction had a positive and significant effect on performance. The equation is $Y = 3.499 + 0.365X$. Variable X refers to job satisfaction and Y variable refers to performance. contribute the influence of job satisfaction on performance by the remaining 54.6% is influenced by other variables.

Hypothesis testing shows that there is a significant effect between job satisfaction on behave PT Pindad Persero's Renkinrus Division employees. Suggestions for companies are provide rewards that are agree the work performance of employees, giving clearer orders in carrying out their duties, and reviewing the size of employee salaries. If improvements are made, than job satisfaction will increase, so that it will affect employee performance positively and definitely, and can improve employee performance.

Keywords: *Human Resources, Job Satisfaction, Employee Performance*