

ABSTRACT

This study was conducted to determine how job satisfaction, work motivation, and employee performance, as well as the effect of job satisfaction and work motivation on employee performance at PT Promisco Sinergi Indonesia located in Bandung.

The method used in this research is descriptive causality, with a quantitative approach. The sampling method used is a saturated sample of all 68 employees of PT Promisco. The data analysis technique used in this research is descriptive analysis and multiple linear regression analysis.

Based on the results of the study, it shows that job satisfaction is 87.78% with a very good category, work motivation is 86.88% with a very good category and employee performance is 87.97% with a very good category. The results of this study also show that partially job satisfaction has a significant positive effect with a calculated T value of 4.796 greater than the t table of 1.671 and a significance value of 0.00. Work motivation has a positive effect on employee performance which is indicated by the t value of 1.814 greater than the t table of 1.671, but not significant with a significance value of 0.075 greater than the standard error of 0.05. Simultaneously job satisfaction and work motivation have a significant effect on employee performance with a calculated f value of 33.451 greater than the f table of 3.15 with a significance of 0.00 less than the standard error of 0.05.

The conclusion of the results of this study shows that job satisfaction, work motivation and employee performance at PT Promisco Sinergi Indonesia all have very good categories. Partially, job satisfaction has a significant effect, but work motivation has an insignificant effect, while simultaneously job satisfaction and employee performance simultaneously and significantly affect the performance of employees of PT Promisco Sinergi Indonesia.

Key words: work satisfaction, work motivation, employee performance