

ABSTRACT

There are quite a lot of wood processing industries in the Sub of Stabat, so this encourages more competitive business competition. Each company strives to do their best in producing quality wood products. In order to achieve these goals, employees who have high performance are needed. However, not all employees can provide maximum performance for the progress of the company. The purpose of this study was to determine the effect of job satisfaction on employee performance in doing work at UD Pratama.

The method used in this research is quantitative. Quantitative methode is a research method that uses measurement quantification to obtain research results. This type of research is descriptive research and casual research. The scale used is a Likert scale, the study population is 27 employees who work so that the sampling with a saturated sample of 27 respondents. Data collection with primary data consists of interviews, questionnaires and observations as well as secondary data. The data were analyzed by using data validity and quality tests, simple linear regression, classical assumption tests, and hypothesis testing.

The results showed that all questionnaire items had valid results because the coefficient value $r_{count} > r_{table}$ (0.361), while the reliability test results of job satisfaction and performance variables were reliable (Cronbach Alpha > 0.6). The classical assumption test results show that normality has a normal distribution and the heteroscedasticity test shows no heteroscedasticity symptoms. Partially it is concluded that job satisfaction has a positive and significant effect on performance (coefficient value of $9.401 > 1.704$ at sig. $0.000 < 0.05$). Employee performance ability can be explained by job satisfaction of 78%, and the remaining 22% is explained by other variables outside the scope of the research that was not carried out. Suggestions that can be conveyed so that company leaders should communicate two-way with employees so that job satisfaction can be seen as expected by employees so that in the future employees can improve and improve their performance to be even better in the future.

Keywords: Job Satisfaction, Job Satisfaction Impact, Performance