

ABSTRACT

EFFECT ON THE PERFORMANCE OF JOB SATISFACTION OF EMPLOYEES IN INDONESIA PT ASURANSI ALLIANZ LIFE INDONESIA BANDARLAMPUNG

By

Eka Arianti

PT Asuransi Allianz Life Indonesia Bandarlampung is one company engaged in the provision and insurance services. In his business development company faced problems related to job satisfaction given the company to its employees, and no realization of the achievement of the target company. The problem posed is whether job satisfaction has an influence on employee performance employee of PT Asuransi Allianz Life Indonesia Bandarlampung. The purpose of this study was to determine the effect of job satisfaction on employee performance of PT Asuransi Allianz Life Indonesia Bandarlampung. The hypothesis that job satisfaction has a positive influence on the performance of employees of PT Asuransi Allianz Life Indonesia Bandarlampung

PT Asuransi Allianz Life Indonesia Bandarlampung have been trying to provide job satisfaction for employees. However, in practice there are still needs employees who can not be fulfilled. In addition to job satisfaction has not been fully felt by all employees, absenteeism rates that exceed the limit of tolerance provided by the company become one of the problems in this study. Because the level of absenteeism is associated with job satisfaction and employee performance. Besides, have not achieved the target set by the company is also a matter of considerable interest to study this in mind related to employee performance.

The analysis used is quantitative analysis using simple linear regression approach a constant value (a) of 10.985, which means that without a free variable that job satisfaction is the dependent variable is the employee's performance shows a value of 10.985.

R² value obtained at 0.312, this has meant that job satisfaction has a 31.2% impact on employee performance, while the remaining 68.8% is influenced by factors that are not addressed in this study.

The coefficient of the independent variables of job satisfaction shows a positive value of 0.426. This value indicates that between job satisfaction with employee

performance has a positive relationship, this means that job satisfaction has increased (plus) it will affect employee performance. While the regression coefficient value of 0.426 is statistically significant when an increase in job satisfaction will improve the performance of employees is 42.6% assuming other variables constant.

Advice given to PT Asuransi Allianz Life Indonesia Bandarlampung based on this research is to better PT Asuransi Allianz Life Indonesia Bandarlampung consider the rewards and incentives given to employees, because some employees are still not satisfied with the rewards and incentives provided by the company. Working overtime for employees of PT Asuransi Allianz Life Indonesia Bandarlampung be done if necessary, only allowed to work overtime is still in the stage of reasonableness.