

## **ABSTRACT**

### **EMPLOYEE JOB SATISFACTION INFLUENCE ON EMPLOYEE'S PERFORMANCE OF CV ALAM PRIMA KOMPUTER BANDAR LAMPUNG**

**By**

**NOVITA MARLIA**

CV Alam Prima Komputer Bandar Lampung is one of company engaged in sale and service of computer device, laptop, and other computer accessories. In order to upgrade the employee's performance, it concerns about employee job satisfaction. Therefore, there are several factors support job satisfaction should be concerned more so that the employee will perform better in an organization.

CV Alam Prima Komputer has attempted to create job satisfaction for its employees. But in fact, there's still some employees need which hasn't been completely fulfilled. The problem to face nowadays comes when the job satisfaction is not fully perceived by all of employee. It can be seen from several satisfaction indicators such as working environment, the ability of leader to make decision, and opportunity to improve them. Furthermore, employee's absence level which exceeds the tolerance limit and unreached targets will also be examined in this research considering job satisfaction and employee's performance.

The issue purposed in this research is: "Does job satisfaction influence on employee's performance?" This research is aimed for examining job satisfaction influence on performance of employee. According to the problem issued in this research, the hypothesis formulated is that job satisfaction is positively influenced on employee's performance of CV Alam Prima Komputer Bandar Lampung. This research is classified as population research with 60 respondents.

In this research, analysis is conducted by applying qualitative and quantitative analysis. Qualitative analysis is conducted by analyze the problem based on several human resource management theories especially on the influence of job satisfaction on employee's performance and associated with data resulted from questionnaire spread among the employee of CV Alam Prima Komputer Bandar Lampung. Quantitative analysis is conducted by applying simple linear regression formula. According to the calculation result, it obtained Sig. F value of  $0.000 < 0.05$  and R square value of 0,379. Coefficient correlation value is 0,615 or 61,5%. This  $Y = 18.665 + 0.498X$  simple linear regression formulation means that job satisfaction is positively affected on employee's performance of CV Alam Prima Komputer Bandar Lampung. The result of questionnaire distribution to the employees to measure job satisfaction shows that the most employees is not satisfied because of working environment, leader ability of making decision and the opportunity to improve themselves. Meanwhile, the rest percentage which is classified as lower performance is less motivation in working, often to make a mistake in working, and appropriation of the job and the skill of employee.

Suggestion that can be given is that CV Alam Prima Komputer Bandar Lampung should give more concern about factors of job satisfaction with lower level so that the employee's performance will be increased. Company can increase the working spirit and employee's closeness by conducting employee's holiday so that they won't be bored with their monotonous working environment. The leader also should be more democratic and involve them in making decision of the company so that they feel respected and needed in company that eventually expected to increase their performance.