ABSTRACT

INFLUENCE OF JOB SATISFACTION ON PERFORMANCE OF PLANTATION GROUP II FOREMEN OF PT GREAT GIANT PINEAPPLE

By

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This study was conducted in Plantation Group II of PT Great Giant Pineapple. The aims are to determine: individual characteristics, job satisfaction, and performance of the foremen, the influence of the individual characteristics on the performance, and the influence of their job satisfaction on the performance. The study used a census method with the number of 36 foremen. Data were collected in February - May 2014 and were analyzed by using path analysis method. The results showed that: the ages of all respondents were in productive age group, 86.11 percent of them were high school level graduates, 38.89 percent of them had 16-19 years of work experience, 61.22 percent of them had 3 dependents. Job satisfaction of the foreman was in high category and their work performance was in a good criteria. The individual characteristics of the foremen do not affect the performance either directly or indirectly through job satisfaction and their job satisfaction had a positive influence on their performance.

Keywords: foremen, individual characteristics, job satisfaction, and performance.