

ABSTRACT

THE INFLUENCE OF JOB SATISFACTION, MOTIVATION, ON EMPLOYEE PERFORMANCE AT PT PERKEBUNAN NUSANTARA VII BANDAR LAMPUNG HEAD OFFICE

By

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This study aims to study job satisfaction, motivation, and employee performance and analyze the effect of job satisfaction, motivation, on employee performance. This data collection was carried out at PT Perkebunan Nusantara VII, Bandar Lampung Head Office. Data collection was carried out from February to March 2022. This research was conducted using a survey method involving 54 samples of employees from 10 divisions. Respondents in this study were employees of class III. The survey data were analyzed using descriptive analysis and multiple linear regression analysis. The results showed that the employee's job satisfaction was categorized as quite good, the employee's work motivation was quite good, and the employee's performance was categorized as good. Job satisfaction and employee motivation affect individually or collectively on employee performance.

Key words: employee performance, job satisfaction, motivation

ABSTRAK

PENGARUH KEPUASAN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN KANTOR DIREKSI PT PERKEBUNAN NUSANTARA VII BANDAR LAMPUNG

Oleh

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Penelitian ini bertujuan untuk mempelajari kepuasan kerja, motivasi, dan kinerja karyawan dan menganalisis pengaruh kepuasan kerja, motivasi, terhadap kinerja karyawan. Pengumpulan data ini dilakukan di PT Perkebunan Nusantara VII Kantor Pusat Bandar Lampung. Pengambilan data dilakukan pada bulan Februari sampai Maret 2022. Penelitian ini dilakukan dengan menggunakan metode survei yang melibatkan 54 sampel karyawan dari 10 divisi. Responden dalam penelitian ini adalah karyawan golongan III. Data survei dianalisis menggunakan analisis deskriptif dan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa kepuasan kerja karyawan dikategorikan cukup baik, motivasi kerja karyawan cukup baik, dan kinerja karyawan dikategorikan baik. Kepuasan kerja dan motivasi karyawan berpengaruh secara individu maupun bersama-sama terhadap kinerja karyawan.

Kata kunci: kinerja karyawan, kepuasan kerja, motivasi