

ABSTRAK

PAKO GROUP, established in 1974 is a company engaged in the manufacturing field. The products are all in the form of PAKO GROUP is rims. Based on preliminary surveys conducted through direct interviews several employees in the department Die Shop is known that there are still complaints about issues such as job satisfaction.

The research was conducted by analyzing the factors that influence job satisfaction and employee motivation by using path analysis. These factors are the views of employees on the job, salary, co-workers, supervision, working conditions, occupational safety and health.

The first stage of data processing is to perform testing the validity, reliability, normality, and homogeneity of the research instrument, the second stage is to test the significance and linearity, and the final stages is analyzing the influence of the path and look for direct, indirect or total effect.

The results of research, we can know that employees' views on supervision and influential forces the superior attitude having direct effect on motivation is 57.1%. Employees' work having direct effect on motivation is 24.3%. Payroll having direct effect on job satisfaction is 46.9%. And employees' work having direct effect on job satisfaction is 33.9%.

Key Word

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Path Analysis, Job Satisfaction, Validity, Reliability, Normality, Homogeneity, Significance and Linearity Test, Direct, Indirect and Total Effect