

## **ABSTRACT**

*This research was conducted at PT. Control Systems Arena Para Nusa. This study aims to determine and explain the impact of motivation and job satisfaction on employee performance. Number of samples was determined based on Slovin's formula as total 128 respondents. Primary data were collected using questionnaires. The sampling technique were used simple random sampling. The research method using quantitative research methods as independent variables, motivation and job satisfaction, while the dependent variable is employee performance. The analysis includes the validity testing, reliability testing, classic assumptions testing and hypothesis testing. Results of analysis was used multiple linear regression analysis. The result shown that the motivation positive and significant effect on employee performance, job satisfaction and significant positive effect on employee performance, and employee motivation and satisfaction influence simultaneously positive and significant impact on employee performance.*

**Keywords:** *job motivation, job satisfaction, employee performance.*



## ABSTRAK

Penelitian ini dilakukan di PT. Control Systems Arena Para Nusa. Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh motivasi dan kepuasan kerja terhadap kinerja karyawan. Jumlah sampel ditentukan berdasarkan perhitungan rumus slovin sebanyak 128 responden. Data primer dikumpulkan dengan menggunakan kuisisioner. Teknik pengambilan sampel yang digunakan *Simple Random Sampling*. Metode penelitian menggunakan metode penelitian kuantitatif sebagai variabel independen yaitu motivasi dan kepuasan kerja, sedangkan variabel dependennya yaitu kinerja karyawan. Analisis ini meliputi uji validitas, uji reliabilitas, uji asumsi klasik dan pengujian hipotesis. Hasil analisis menggunakan teknik analisis regresi linier berganda. Hasil menunjukkan bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dan motivasi dan kepuasan karyawan berpengaruh secara simultan positif dan signifikan terhadap kinerja karyawan.

**Kata kunci:** Motivasi kerja, kepuasan kerja, kinerja karyawan.

