ABSTRACT

The research was conducted to examine the job satisfaction variable on the job performance. Examine for job motivation variable on the performance. Finally is jointly test between job satisfaction variable with job motivation on the performance.

Data sample of the respondents are collected from the population of PT GarudaFood General Affair (GA) Department and Information Technogy (IT) Department employees with the ratio's sample method compare with variable research by saturated sample. The selection of the answers from the questionnaire by respondents was determined by collecting the point using a LIKERT scale. Before the questionnaire are distribute to the respondents, the list of questioners have been tested with the validity and reability test, for determinedly the normality the data are tested by Histogram and P-plot normal.

The data that have been obtained are processed and found the correlation with software of SPSS (Statistical Product and Service Solution). Then datas are annalized to find the correlation with the classic assumption test using multikolinieritas, heteroskedasitas and autocorrelation test. Hypothesis tested is done by partial T-test and simultant F-test.

After obtained the correlation, the data is annalyze by the method of a simple linear regression and a multiple linear regression. Base on annalized is obtained the result that job satisfaction and job motivation correlation with performance with partial and simultantnously.

Key words: Job satisfaction, Motivation and Performance

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ABSTRAKSI

Penelitian ini dilakukan untuk menguji pengaruh variable kepuasan kerja terhadap kinerja. Menguji variabel motivasi kerja terhadap kinerja. Terakhir adalah untuk pengujian secara bersama-sama variable kepuasan kerja dan motivasi kerja terhadap kinerja.

Sampel data responden yang diambil dari populasi karyawan PT Garuda Food *Department General Affair* (GA) dan *Information Technology* (IT) dengan metode rasio sampel jenuh. Pemilihan jawaban dari kuesioner oleh responden telah ditentukan dengan memilih point dengan skala LIKERT. Sebelum kuesioner dibagikan kepada responden daftar kuesioner telah diuji terlebih dahulu dengan uji *validitas dan reabilitas*. Untuk mengetahui normalitas data diuji dengan Histogram dan Normal P-*plots*.

Data yang telah diperoleh kemudian diolah dan dicari korelasinya dengan alat bantu computer software statistik SPSS (*Statistical Product and Service Solution*). Kemudian data dianalisa untuk mencari korelasinya dengan uji asumsi klasik yaitu uji *multikolinieritas*, *uji heteroskedasitas* dan *uji autokorelasi*. Uji hipotesis dilakukan dengan uji parsial *t-test* dan uji simultan dengan F-*test*.

Setelah didapatkan korelasinya kemudian data dianalisa dengan metode Regresi Linear Sederhana dan Regresi Linear Berganda. Berdasarkan analisis tersebut diperoleh hasil bahwa Kepuasan kerja dan Motivasi mempengaruhi kinerja secara parsial dan simultan.

Kata kunci : Kepuasan kerja, Motivasi dan Kinerja

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