

ABSTRACT

This research aims to find out whether the employees of the Secretariat of the Directorate General of Protocol and Consular have not been optimal in their performance relating with job satisfaction. Through the approaches from the aspects of job satisfaction, which consists of The work itself, Salary, Supervision, Coworkers and Promotion opportunities; these aspects are believed to be able to utter the performance problems as well as follow-up solution. The research used census method with a closed questionnaire submitted to all respondents who numbered 48 employees. Enter the respondent, and then process it through a statistical method with the help of SPSS.15 program.

From the results of the statistical analysis descriptive and regression, it is known that on average 80,5 % of the employees of the Secretariat of Directorate General of Protocol and Consular are satisfied with the aspects of the job satisfaction. Then also note that the aspects of the job satisfaction are jointly providing a positive and significant influence on the performance of the employees, which amounted to 53.4%. Only two of these five aspects of the job satisfaction that have an significant effect, that is the aspects of the work itself and the aspects of salary, with a significant value of 0.020 and 0.034..

Based on these research results, the aspect of the work itself and the aspect of salary are the aspects that determine the job satisfaction level of the employees performance in the Secretariat of Directorate General of Protocol and Consular Ministry of Foreign Affairs, so that if these aspects are optimized, then the employee's performance also improved.

