

ABSTRACT

PT. Adhi Karya (Persero) Tbk as a company, sees its employee as the main asset and have the central role in running employee productivity development. ADHI sees that the employee have to have worked satisfaction since an employee which have work satisfaction will effect to employee performance, more over in individual and company performance. Interested to know how much the influence of work satisfaction to employee performance and how strong the relation between work satisfaction variable indicators with employee performance variable indicators the writer make the research on it.

Research method is descriptive analysis survey research, involved 100 respondent. Research tools is work satisfaction and employee performance instrument. Both of instrument is listed with Likert scale and statistic analysis used computer program named SPSS Versi 17.0. Hypothesis to use product moment corelation (Pearson corelation) and simple regrestion linier.

Research result is got with koefisien value correlation 0,565, with $p = 0,000$, determine koefisien value is 0,319 or 31,90 %; significant value count = 6.782; $p: 0,00$; predict value i count = 45,662. Based on the research result partially get a fact that simultaneously work satisfaction variable had positive influence and significant to employee performance. The conclusion is that the work satisfaction in PT. Adhi Karya (Persero) Tbk is a very important factors for employee performance.

Keyword : work satisfaction, employee performance