

ABSTRACT

Khasanah, Hilda Izwatul. 2013. *Relationship between job satisfaction with performance outsourcing employee PT. Dwi Jaya Pasuruan*. Thesis. Faculty of Psychology at the State Islamic University Maulana Malik Ibrahim Malang.

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Outsourcing phenomenon often happens in the company. Not only in the company, also penetrated the *outsourcing* phenomenon in the government. In the government, manpower *outsourcing* of PT. Dwi Jaya worked as a street sweeper employee. In work, job satisfaction is directly related to the employees performance. If job satisfaction is not met, then the impact on the performance decline which it will be detrimental to the employee and the company. Of these phenomenon, the formulation of the problems in this research is: (1) how level of job satisfaction *outsourcing* employee PT. Dwi Jaya Pasuruan, (2) how level of performance *outsourcing* employees PT. Dwi Jaya Pasuruan, (3) is there any relationship of job satisfaction with performance *outsourcing* employees PT. Dwi Jaya Pasuruan.

This research aims to: (1) determine the level of job satisfaction *outsourcing* employee PT. Dwi Jaya Pasuruan, (2) determine the level of performance *outsourcing* employees PT. Dwi Jaya Pasuruan, (3) proved the relation between job satisfaction with performance *outsourcing* employees PT. Dwi Jaya Pasuruan.

This research quantitative correlational type. Subjects in this research is 23 people from the entire population. Sampling technique used was a saturated sampling technique. To measure job satisfaction employee used questionnaire while for performance *outsourcing* employees using performance appraisal of the company. To determine the relationship between job satisfaction with the performance *outsourcing* employee using the product moment formula.

This result of the research: (1) the level of job satisfaction *outsourcing* employee is 5 people in the high category (22%), 12 people in the medium category (52%), and 6 people in the low category (26%), (2) level of performance *outsourcing* employees is 18 people in the good category (78%) and 5 people in the medium category (22%), (3) there is a positive relationship but are less close relationship between job satisfaction with performance *outsourcing* employees. It is shown from the result *spss 16'for windows* with a coefficient correlation (r_{xy}) between the variables job satisfaction with performance *outsourcing* employees is 0,166 with a chance of error (p)=0,001 at significantly level 0,05.