

ABSTRACT

Lukmanul Hakim, 2013, Thesis. Title: "The Effect Of Motivation And Job Satisfaction Of Employees Performance In. PT. PLN Rayon Sampang".

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PT. PLN Rayon Sampang is one of the State-Owned Enterprises (SOEs), which has the task to provide services, especially electrical services, to the community and provide the best possible services to companies in the form of profits. To achieve these two functions, especially to serve the related company, it needs highly motivated human resources. Every individual has a different level of motivation and job satisfaction depends on their prevailing value system. Motivation and job satisfaction can affect the performance of the employee in completing their tasks to achieve company goals.

Based on these reasons, the study aims to determine the influence of motivation and job satisfaction on the performance PT. PLN Rayon Sampang employees. This research uses a quantitative method with explanatory approach. The hypothesis employs a path analysis. The study uses samples from 52 respondents. Due to the limitations of the population, the entire population is used as samples with Sugiyono's proportional random sampling technical census.

The results of this research note that there is a relation between the independent variable and the dependent variable. It can be proved that the level of motivation variable beta coefficient for 0.253 and a beta coefficient of 0.187 variable job satisfaction. The R value is 0.796, multiple R value is 0.591 and the coefficient of determination or the adjusted R² is 0.574. It implies that there is a close relation between motivational variables (X1) and employee performance (Y), mediated by job satisfaction (Z). It reveals that motivation directly affects the performance of PT. PLN Rayon Sampang employees. It also indirectly affect the employees' performance, mediated by job satisfaction. While 40.8% is influenced by other variables.