

ABSTRACT

PT PLN is holding the largest electrical aspects in Indonesia therefore, PT PLN expected to continue maintain and improve its performance in order to cover the electricity needs. In recent years PT PLN has decreased job satisfaction and employee performance. This needs have to be considered by the company because employee performance have an important influence in determining company performance. Job satisfaction is one factor that can effect employee performance. A good employee performance will be formed if the job satisfaction are met.

This study aims to analyze the influence of job satisfaction factors on the performance of employee of PT PLN Pusharlis Bandung by using aspects of job satisfaction from Jewell and Siegall (1998) in Masbow (2009) and the aspects are psychological aspects, physical aspects, financial aspects and social aspects. By knowing the analysis of the performance of employees, companies can find out whether the company has fulfilled employee job satisfaction and can then beused to develop a strategic step in improving employee performance in the future. Based on an analysis of employee performance, there are two factors that effect job satisfaction of employee performance are aspects psychology and financial aspects. In both factors of employee satisfaction that felt less attention to indicators of self development opportunities and indicators of social security and facilities.

Program recommendation are formulated based on data processing result, analysis, brain storming with the company and benchmarking with other relevant company. The program recommendations proposed in this study are do frequent evaluation, improves service and publishing reward, improvement of confidence and motivation training, outbounding.

Key Word: Job Satisfaction, Employee Performance, Psychological Aspects, Financial Aspects.