

Abstract

This research was conducted at PT Astra International, Tbk-Isuzu Sales Operation Bandung branch, the purpose of this study was to determine the effect of job satisfaction and employee performance motivation.

Data collection technique used is to spread questionnaire The sample in this study amounted to 88 people using a census method where all the population sampled. The analysis used is quantitative analysis with multiple linear regression method and processed by using SPSS V 16 program.

Based on the result of research, it is obtained simultaneously that the performance of employees of PT Astra International, Tbk-Isuzu Sales Operation Bandung branch influenced by job satisfaction and motivation, this is proved by $F_{count} 53.036 > F_{tabel} 4,86$ with $sig (0,000) < 0,05$. While the partial satisfaction affect the performance of employees of PT Astra International, Tbk-Isuzu Sales Operation Bandung branch and motivation also affects the performance of employees of PT Astra International, Tbk-Isuzu Sales Operation Bandung branch is prove with the value of $t - 2.232$ t_{table} value $-1,988$

The value of coefficient of determination (R) is to see variations in the ability of independent variables in explaining the effect on the dependent variable. The magnitude of the coefficient of determination or the amount of variation caused by X (independent variable) to Y (dependent variable). If the coefficient of determination is close to 0, then it has no effect. R square value of 55.5% which can be interpreted that the variable of job satisfaction and motivation have an influence of 55.5%, while the remaining 45.5% is influenced by variables or other factors not examined in this study.

Keyword : *Job Satisfaction, Motivation and Employee Performance*