

ABSTRACT

One important factor in achieving good organizational performance is the human resource factor. One way to retain employees is to pay attention to job satisfaction. Job satisfaction must be felt by all employees of Telkom Education Foundation, because if employees are satisfied with their work then they will give their efforts to achieve high performance and productivity.

This research was conducted to see how big influence of job satisfaction on employee performance in Telkom Education Foundation. Secondary data in this study were taken from various literature and documents relevant to the title and theme of the study. And the primary data is taken through questionnaire obtained from 62 respondents who are employees of Telkom Education Foundation.

The method used in this research is causal method. Data collection techniques using questionnaires with measurement scale scattered to 62 respondents who are employees of Telkom Education Foundation. The sampling technique was done by saturated sampling method. The analysis technique using descriptive analysis and simple regression analysis. The independent variables studied were job satisfaction and the dependent variable studied were employee performance.

The results showed that job satisfaction has a positive and significant influence on performance. The equation is $Y = 17.139 + 0.387X$. Variable X refers to job satisfaction and variable Y refers to performance. Contribution of influence of job satisfaction to the performance of 66.9% the rest influenced by other variables. Hypothesis test shows that there is significant influence between job satisfaction on employee performance of Telkom Education Foundation.

Advice for the company is the provision of rewards in accordance with employee performance, giving clearer orders in carrying out tasks, and reviewing the amount of salary employees. If the improvement is done, then job satisfaction will increase, so it will affect the performance of employees positively and significantly, and can increase employee performance.

Keywords: Human Resources, Job Satisfaction, Employee Performance