

ABSTRACT

The Cilimus Health Center is a health service facility that strives for public health and first-rate individual health, by prioritizing promotive and preventive efforts. The achievement of the vision and mission of the Cilimus Health Center is strongly influenced by many aspects. One aspect that has a significant role in achieving organizational goals is Human Resources which discusses employee performance. Through preliminary tests and interviews, it was found that there were problems related to job satisfaction at the Cilimus Health Center.

The purpose of this study was to see how the level of job satisfaction and employee performance at the Cilimus Health Center and to see how the level of job satisfaction affected the employee's performance at the Cilimus Health Center.

The data collection method in this study was obtained by distributing questionnaires to 66 respondents. The questionnaire used in this study had 23 statements with a 4-point Likert scale. The sampling method used in this research is non-probability sampling with saturated sampling technique. To explain the research results, the data analysis techniques used were descriptive analysis and simple linear regression analysis.

Based on the results of the analysis conducted by researchers regarding job satisfaction with the performance of employees of the Cilimus Health Center, the results of a descriptive analysis of job satisfaction variables are included in the high category and employee performance variables are included in the high category. There is a positive and significant effect of job satisfaction on employee performance variables of 17,4% and the remaining 82,6% is influenced by other factors not examined in this research. In conclusion, there is a positive and significant relationship between job satisfaction and employee performance.

The results of this study are expected to be used as an evaluation by the management of employee job satisfaction. In addition, this research can be used as a direction in increasing job satisfaction and employee performance for the future.

Keywords: job satisfaction, employee performance, human resources