ABSTRACT

(NADIRA ALFASALINA / 2000861201201 / 2023 / THE INFLUENCE OF JOB SATISFACTION AND WORK DISCIPLINE ON THE PERFORMANCE OF PERUMDA TIRTA MUARO JAMBI EMPLOYEES/ LECTURER I UBAIDILLAH, SE, MM. / LECTURER II MUHAMMAD EMIL, SE, MM.)

Job satisfaction and work discipline play a very important role in employee performance. Therefore, the aim of this research is to describe job satisfaction, work discipline and employee performance at PERUMDA Tirta Muaro Jambi, as well as to analyze the influence of job satisfaction and work discipline on employee performance at PERUMDA Tirta Muaro Jambi simultaneously and partially.

The research method in this research is descriptive and quantitative. The distribution of questionnaires with the number of samples in this research is all employees of PERUMDA Tirta Muaro Jambi in 2022, namely 63 people, so the formula used to find samples is according to Sarwono (2012:24) so that the sample involved in this research is 63 respondents. Data analysis uses SPSS Ver 22 and uses a multiple linear regression model with the calculation results Y = a+b1.X1+b2X2+e.

Multiple linear regression model with results Y = 0.489 + 0.309X1 +0.412X2 + e. The Job Satisfaction regression coefficient (X1) is 0.309 and the Work Discipline regression coefficient (X2) is 0.412.

Coefficient of determination = R square (R2) of 0.518. This figure states that the variables Job Satisfaction (X1) and Work Discipline (X2) are able to explain the Employee Performance variable (Y) by 51.8% and the remaining 48.2% is explained by other factors. .

Job satisfaction (X1) and work discipline (X2) simultaneously have a significant effect on the Employee Performance variable (Y). Job Satisfaction (X1) and Work Discipline (X2) partially have a positive and significant effect on Employee Performance (Y).

Keywords: Job Satisfaction, Work Discipline, Performance