

ABSTRAK

Latar belakang dari penelitian ini adalah adanya penurunan kinerja pegawai dan penurunan *Account Officer* (AO) yang produktif karena kurangnya motivasi kerja, dan penurunan tingkat kehadiran pegawai PT. Bank Nusantara Parahyangan, Tbk. Karena hal tersebut diatas maka penulis mencari keterkaitan antara motivasi kerja dan kepuasan kerja pegawai terhadap kinerja pegawai.

Penelitian ini dilakukan pada PT. Bank Nusantara Parahyangan, Tbk. Penelitian ini bertujuan untuk mengetahui dampak motivasi kerja dan kepuasan kerja terhadap kinerja pegawai. Jumlah sampel yang ditetapkan sebanyak 150 responden dengan metode random sampling. Sebagai variabel x yaitu motivasi kerja dan kepuasan kerja serta variabel y adalah kinerja pegawai. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik dan pengujian hipotesis.

Hasil analisis menggunakan *multiple linear regression coefisient analysis* dapat diketahui bahwa variabel motivasi kerja dan kepuasan kerja berpengaruh positif terhadap kinerja pegawai. Hasil analisis dengan menggunakan *multiple linear regression coefisient analysis* diketahui bahwa variabel motivasi kerja, kepuasan kerja dan kinerja pegawai dalam penelitian ini saling berpengaruh dan terdapat juga faktor-faktor lain di luar model.

Kata kunci : Motivasi Kerja, Kepuasan Kerja, Kinerja
Pegawai dan *multiple linear
regression coefisient analysis*



ABSTRACT

The background of this research because of there are some problems occurred in PT. Bank Nusantara Parahyangan, Tbk. such as: The degradation of employee performance due to a lack of working motivation (undisciplined employee), The lack of attendance (sick, permission, skip, late) and decline of Account Officer (AO) productive in PT. Bank Nusantara Parahyangan, Tbk. Refer to those matters, the writer tries to find the relationship between job motivation and job satisfaction to employees' performance.

The research was done at the PT. Bank Nusantara Parahyangan, Tbk. The aim of the research is to investigate the effect of employee performance relation to the job motivation and job satisfaction. The samples number determined in this research are 150 respondents and used sampling random methods. As x variable is job motivation and job satisfaction. And then, y variable is employee performance.

The result of the analysis using multiple linear regression coefisient analysis are the job motivation variable and job satisfaction variable are positively impact to employee performance. The result used by multiple linear regression coefisient analysis could be known, that job motivation, job satisfaction and employee performance variable that has been examined in this research and by the other factors outside the model.

Keywords : Job Motivation, Job Satisfaction, Employee Performance and multiple linear regression coefficient analys.

