

ABSTRACT

Tk Lidya Devita Sari / 1900861201039/ The Influence of Job Satisfaction on Employee Performance at the Jambi City Health Service / Advisor I Hj. Susilawati, S.E, M.Si and Advisor II Khuluqon Azima, S.E., M.M.

This research aims to find out and describe the picture of job satisfaction and employee performance at the Jambi City Health Service as well as knowing and analyzing the influence of job satisfaction on employee performance at the Jambi City Health Service.

The research method used in this research is descriptive and quantitative research. Primary data is specifically collected by researchers to answer research questions collected using questionnaires. The analytical tool used is multiple linear regression.

The Health Service is one of the stakeholders dealing with Covid-19. As one of the core stakeholders in handling and preventing Covid-19 cases, employees at the Health Service need to work quickly and hard. This will directly make the work of service employees harder. This increased burden also needs to be considered so that working employees remain focused and productive.

An overview of the job satisfaction variable can be seen in the total score of all dimensions, namely the dimension of good relations with the work environment, the Utility Ability dimension and the Welfare Policy dimension so that the total score is 387.6 in the very high category. Furthermore, an overview of employee performance variables can be seen in the total score of all dimensions, namely the work quality dimension, punctuality dimension, initiative dimension, ability dimension and communication dimension so that the total score is 383.9 in the very high category.

Based on the results of multiple linear regression, it shows a constant coefficient value of 6.886, this can be interpreted as if job satisfaction does not change or is constant then employee performance will increase by 6.886. Furthermore, it is known that the Rsquare value is 0.731. This means that job satisfaction influences employee performance by 73.1 percent and the remaining 26.9 percent is influenced by other variables that were not studied, namely work motivation variables, compensation, work environment and others. Based on the regression results, it is known that job satisfaction has a significant effect on the performance of Jambi City Health Service employees because the calculated t value is 15.380 > t table, namely 1.662 and the probability value is smaller, namely 0.000 < 0.05.

Keywords: Job Satisfaction, Employee Performance.