

Abstract

The little of this study is the effect is effect of motivation and job satisfaction on employee performance at PT Telekomunikasi Indonesia Tbk in Yogyakarta. The purpose of this study are 1) to identify and analyze the effect of motivation on employee job satisfaction at PT Telekomunikasi Indonesia Tbk in Yogyakarta. 2) to identify and analyze the effect of job satisfaction on employee motivation at PT Telekomunikasi Indonesia Tbk in Yogyakarta. 3) to identify and analyze the effect of motivation on employee performance at PT Telekomunikasi Indonesia Tbk in Yogyakarta. 4) to identify and analyze the effect of job satisfaction on employee performance at PT Telekomunikasi Indonesia Tbk in Yogyakarta. 5) to identify and analyze the effect of motivation dan job satisfaction on employee performance at PT Telekomunikasi Indonesia Tbk in Yogyakarta. The sample in this study use a pupose sampling method it was focused on all employees and was taken 60 employees. Data ware collected using questionnaire, interview, and gathering information in books and articles. Data ware analyzed using SEM and multiple regression analysis.

The result of this study showed variable of motivation have a significant effect on employee job satisfaction PT Telekomunikasi Indonesia Tbk in Yogyakarta (t arithmetic's value = 8,168 and significant's value = 0,000 (sig < 0,05)). It means as, if motivation has increased so that employee job satisfaction at PT Telekomunikasi Indonesia Tbk in Yogyakarta would be. The result of this study showed variable of job satisfaction have a significant effect on employee motivation PT Telekomunikasi Indonesia Tbk in Yogyakarta (t arithmetic's value = 8,168 and significant's value = 0,000 (sig < 0,05)). It means as, if job satisfaction has increased so that employee motivation at PT Telekomunikasi Indonesia Tbk in Yogyakarta would be. The result of this study showed variable of motivation have a significant effect on employee performance PT Telekomunikasi Indonesia Tbk in Yogyakarta (t arithmetic's value = 3.421 and significant's value = 0,001 (sig < 0,05)). It means as, if motivation has increased so that employee performance at PT Telekomunikasi Indonesia Tbk in Yogyakarta would be. The result of this study showed variable of job satisfaction have a significant effect on employee performance PT Telekomunikasi Indonesia Tbk in Yogyakarta (t arithmetic's value = 2,544 and significant's value = 0,014 (sig < 0,05)). It means as, if job satisfaction has increased so that employee performance at PT Telekomunikasi Indonesia Tbk in Yogyakarta would be. The result of this study showed variable of motivation and job satisfaction have a significant effect on employee performance PT Telekomunikasi Indonesia Tbk in Yogyakarta (t arithmetic's value variable motivation = 3,421 and significant's

value = 0,001, t arithmetic's value variable job satisfaction = 2,544 and significant's value = 0,014 (sig < 0,05)). It means as, if motivation and job satisfaction has increased so that employee performance at PT Telekomunikasi Indonesia Tbk in Yogyakarta would be.

Keywords : Motivation, Job Satisfaction, and employee performance