INCREASE EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION BY REMUNERATION SUPPORTED COMPANY POS INDONESIA (PERSERO) BANDUNG
(Case Study On Direction of Human Resource Section)

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ABSTRACT

Remuneration and job satisfaction is affecting the development of a company, because if a company has a good remuneration system then this will affect the performance of employees which will improve the performance of employees at the company where she worked. This study atms to determine the remuneration, job satisfaction, and performance of employees of Company Pos Indonesia (Persero) Bandung. As well as to determine the influence of remuneration and job satisfaction to employee performance together.

This research method using descriptive method verification. The analysis used in this study is the path analysis. The unit of analysis in this study is part of the directorate of human resource employee at Company Pos Indonesia (Persero) Bandung as a population of 100 people. The sampling technique used is random sampling in order to obtain as many as 50 people as the sample.

The results showed that the remuneration of Company Pos Indonesia (Persero) Bandung included in the criteria fairly well, while job satisfaction and performance of employees at Company Pos Indonesia (Persero) Bandung included in both criteria. Remuneration and job satisfaction have a significant effect on employee performance. Remuneration and job satisfaction provide positive contribution with a high degree of influence. This means that the system of remuneration and higher job satisfaction will increase to more optimal performance.

Keywords:
Remuneration, Job Satisfaction, and Employee Performance.