PERFORMANCE APPRAISAL AND JON INVOLVEMENT ON JOB SATISFACTION OF EMPLOYEES AT PT. GALAMEDIA BANDUNG PERKASA

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Abstract

Assessment of the achievements of the work is a way to measure our achievements, contributions, and performance on the company to improve employee job satisfaction. So also with the involvement of the work, the work is the description of the involvement of employees to actively participate in the work. As for the phenomenon that there is often an employee for work not just in time when work and home is not in accordance with the hours/time has been determined, it makes employees less discipline and the absence of participating employees in the company's activity due to relationships with other employees did not go well, it makes participation in the activities of the company are not performed by the employees. Things above led to an assessment of the achievements of the work and the involvement of interns in the company. The research aims to know the influence of assessment work achievement and engagement work and job satisfaction of the employees partially.

The methods used in this research are analytical methods derkriptif and verifikatif. The unit of analysis in this study amounted to 106 as the population. The sample in this research totalled 51 taken through random sampling techniques in stratifled. This analysis method using multiple linear regression analysis by using the help of SPSS 7.0 for windows.

Results of the study concluded that the assessment of the achievements of the work included in the classification of the good work involvement, including in the classification is quite good, and job satisfaction is included in the classification is quite satisfied. Assessment of the work achievement effect on job satisfaction. Work involvement influence on job satisfaction are partial. The influence of assessment work achievement against the more dominant than job satisfaction influence engagement work towards the satisfaction of karja employees, It can be concluded that it is more effective at increasing the job satisfaction of employees through assessment of the achievements of the work.

Keywords: Assessment Of The Achievements Of The Work, Job Satisfaction, Job Involvement