ABSTRACT

Perta Hamida Lindawaty, 21211904, (2015). Improve Employee Satisfaction Through the Performance Measurement and Employee Promotion at PT. Telekomunikasi Indonesia Tbk. Bandung.
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The companies assess employee performance so far only based on the value of Unit, instead of the value of the employee as an individual. So that employees feel there is no difference in value to employees who excel with employees who work mediocre. While one of the conditions in granting promotion is the value of employee performance. Performance appraisal and granting promotions to employees who made honestly and in accordance with the regulations affect the level of employee satisfaction. This study aims to determine the effect of performance appraisal and promotion of employees on the level of job satisfaction of employees at PT. Telekomunikasi Indonesia Tbk. Bandung.

The method used in this research is quantitative and qualitative. Samples taken at random sample of 48 employees with a population of 92 employees, especially at Unit Human Capital Center, PT. Telecommunications Indonesia Tbk. Bandung. The analysis technique used descriptive statistical analysis and statistical analysis path (path analysis).

The results showed that the performance appraisal and promotion of employees are positive and significant impact on the level of employee satisfaction at PT Telkom Indonesia Tbk. Bandung amounted to 72.2%, correlation and strong enough relationship between panilaian job performance and promotion of employees to improve employee job satisfaction and the remaining 27.8% is determined by other factors. There is a partial effect on job satisfaction of employees at PT. Telecommunications Tbk. Bandung. The better the performance appraisal, employee satisfaction will be higher, the better promotion of employees will increase employee job satisfaction. Performance appraisal through the promotion of employees on PT.Telekomunikasi Indonesia Tbk. Bandung significant effect, the influence of performance appraisal on employee job satisfaction through the promotion of employees is 40.03%.

Keywords: ***Job Performance Assessment, Promotion Employees, and Employee Satisfaction***