SUMMARY

SIGIT ADITAMA. Effect of Job Satisfaction Factor on Employee Performance in PT Indocement Tunggal Prakarsa Tbk. Supervised by AIDA VITAYALA S HUBEIS and NURMALA KATRINA PANDJAITAN.

In 2012, Indocement Labor Union went on strike demanding salary increase. Labors that went on strike forcefully stopped the cement production machine. The incident had caused financial loss to the company and could result fatal effect on workers safety and local communities. This incident shows that the labor union is disappointed toward the company.

Based on Herzberg theory, job satisfaction is formed by intrinsic and extrinsic factors. The aspect related to salary is one extrinsic factors of job satisfaction. Consequently, purposes of this research are, to analyze the effect of intrinsic factors on the performance, to analyze the effect of extrinsic factor on the performance and to analyze the effect of job satisfaction factor which have significant influence on workers performance.

Total respondents for this research are 60 persons. It is proven that out of five variables in intrinsic factor, achievement is the only significant influence on the performance. Furthermore, out of five extrinsic factors which are, company's policy, supervision and working condition variables which bear significant influence on performance. As a conclusion, extrinsic factor the only factor which bears significant influence on the performance.

Keyword: Employee performance, Extrinsic factor, Intrinsic factor, Job satisfaction