PUTRI SETYA UTAMI. The Impact of Working Climate and Motivation towards Job Satisfaction that Implies the Employee Performance at PT Indonesia Power Generation Business Unit of Suralaya Banten. Supervised by H. MUSA HUBEIS and M. JOKO AFFANDI.

A company prominence relies heavily on the quality of its employees, thus every company always takes certain efforts to shape their Human Resources to be in its best quality and performance. When the employee performance in a company is regarded as good, it is necessary to develop a conducive working environment so that employees quality is improved and thus they remain loyal to give contribution to the company. One of the aspects that plays significant role in developing a conducive working environment is working climate. Working climate shares a crucial role in improving employee performance in a company. Working climate can affect work motivation. If a company has a conducive working climate which fits to become a means of sustainable learning for employees, then the employees will be encouraged and motivated to produce the best for his company. This urge will then raise the behavior to find certain goal. If the necessity is fulfilled, thus job satisfaction will be achieved, which will lead to the improvement of employees performance.

PT Indonesia Power Generation Business Unit of Suralaya Banten as the largest unit should build competent and certified employees who have high attachment to advance the company through HR and organization readiness, so that the goal on creating work environment that supports the achievement of the performance of healthy competition, open communication, and a conducive working climate, is achieved. The objectives of this study are: (1) to analyze the influence of the working climate towards employee job motivation; (2) to analyze the influence of working climate and motivation towards job satisfaction; (3) to analyze the influence of job satisfaction towards employee performance.

This research employed quantitative approach and involved 117 enforcement officials as respondents. Data analysis was conducted by employing SEM (Structural Equation Modeling) with LISREL (Linear Structural Relationship) version 8.3. The results of this research show that the dimensions of working climate share a tangible and positive impact towards employees work motivation. The dimensions of working climate share a tangible and positive impact towards job satisfaction. The dimensions of motivation share a tangible and positive impact towards job satisfaction. The dimensions of job satisfaction share a tangible and positive impact towards employee performance. The statistic of data analysis results shows that there is indirect tangible impact between working climate towards employee performance through job satisfaction and there is indirect tangible impact between motivation towards employee performance through job satisfaction.

Keywords: employee performance, job satisfaction, motivation, working climate