SUMMARY

AYU SEPTI INDRIANI. Effect of Job Satisfaction and Motivation on the Performance of Generation Y Government Employees. Supervised by NURMALA K. PANDJAITAN and SADIKIN KUSWANTO.

Differences in generation in place can create negative things such as confusion, hatred, anger and employee turnover, if this is not identified and understood. The presence of generation Y is often seen as a potential problem for its predecessor generation. Based on observations and preliminary interviews with several informants included in the category of X-generation employees, many complained about the existence of generation Y employees. In the past 3 years, the rate of resignation of generation Y employees rose by 45%. To be able to see whether or not the complaints of generation X employees to Generation Y employees and the percentage level of resigning generation Y employees, it is very important for the Secretariat General of the Ministry of Agriculture to know what this means is decreasing agency performance and generation Y agency performance.

Organizations expect the maximum performance results of employees to achieve goals. Organizations must consider the factors that influence the attitude of generation Y employees to achieve the desired goals. There are several factors that can affect the performance of generation X employees, including job satisfaction and motivation. This study aims to analyze job satisfaction, motivation and performance of generation Y employees and analyze the effect of job satisfaction on performance and the effect of job satisfaction on performance through motivation.

This research was conducted at the Secretariat General, Ministry of Agriculture. The research respondents were Y employees in the age range of 23-37 as many as 74 employees with accidental sampling method. Processing and data analysis techniques used are crosstab test, chi-square test and analysis of structural equation modeling-PLS. The results of the crosstab test, the chi-square test showed (1) the indicator of satisfaction with promotion was in the high category, which meant that generation Y employees were satisfied about the opportunities for promotion, (2) indicators of responsibility, attention to feedback, and the desire to be the best in the high category which indicates that generation Y employees have responsibility, pay attention to feedback and desire to be the best that is high in carrying out their work, (3) indicators of effectiveness and efficiency, responsibility, discipline, and initiatives in the high category produced by generation Y employees are good. (4) job satisfaction has a positive and significant effect on performance, (5) job satisfaction has a positive and significant influence on performance through motivation, motivation can function as an intervening variable in order to influence job satisfaction on performance.

Keywords: generation Y, work satisfaction, motivation, performance, government employees