

ABSTRACT

THE EFFECT OF COMPETENCY AND MOTIVATION FOR ACHIEVEMENT AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT PT PERUM BULOG LAMPUNG REGIONAL DIVISION

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The purpose of this study was to find the effect of motivation for achievement and job satisfaction on the employee performance at PT. Perum Bulog Lampung Regional Division. This research used the quantitative research. The sampling technique in this study used a stratified random sampling technique, with the sample of 33 respondents. The method used in this research is linear regression analysis double. Research data is processed using Microsoft Excel and Software SPSS 20. The independent variables in this study were Motivation for Achievement (X1), and Job Satisfaction (X2). The dependent variable in this study was Employee Performance Y. The result of this study found that the achievement motivation variable had a positive effect of 55.6 percent on the employee performance. The job satisfaction had a positive effect of 69.0 percent on the employee performance, and the achievement motivation and job satisfaction had a positive effect of 72.1 percent and the remaining 27.9 percent was affected by another variable. As a conclusion Achievement Motivation and Job Satisfaction are significant factors affecting the employee performance. In pushing to improve the performance of the employees PT. Perum Bulog Lampung Regional Division must be capable of providing pleasant experiences when consumers enjoy service at PT Perum Bulog Lampung Regional Division. It is proven that is the employees in providing services do not make differences in profession, status family, or other people.

Keywords: Achievement Motivation, Job Satisfaction and Employee Performance