

## ABSTRACT

### JOB SATISFACTION AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. PEGADAIAN LAMPUNG AREA

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This research aimed to determine the influence of job satisfaction and work motivation on employee performance at PT. Lampung Area Pawn Shop. The type of research used in this research is quantitative research with associative methods. The population in this study were employees of PT. Lampung Area Pawn Shop. The type of sampling used in this research was a non-probability sampling method using saturation sampling techniques, so that a sample of 30 respondents was obtained. The data analysis method used is multiple linear regression analysis. Research data was processed using Statistical Program and Service Solution software series 20. The independent variables in this research were Job Satisfaction (X1) and Work Motivation (X2). The dependent variable in this research is Employee Performance (Y). The results show that the Job Satisfaction variable has a positive influence of 62.9 percent on employee performance. Work Motivation has a positive effect of 84.1 percent on employee performance. Job Satisfaction and Work Motivation have a positive effect of 87.9 percent and the remaining 12.1 percent is influenced by other variables. In conclusion, Job Satisfaction and Work Motivation are significant factors influencing employee performance. In encouraging to improve employee performance of PT. Pegadaian Area Lampung must be able to provide good motivation to create a sense of satisfaction for employees so that they can improve their performance for the better. It has been proven that employees who are motivated and have job satisfaction are able to provide maximum performance to the company.

**Keywords:** Job Satisfaction, Work Motivation and Employee performance

