THE INFLUENCE OF MOTIVATION AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE IN PT. SON KARELLA MARE

1Muh. Pananrangi, 2Osman Lewangka, 3Indrianty Sudirman

1PT. Son Karella Mare (muh.pananrangi@gmail.com)
2Magister Manajemen Fakultas Ekonomi dan Bisnis Universitas Hasanuddin (osmanlewangka@yahoo.com)
3Magister Manajemen Fakultas Ekonomi dan Bisnis Universitas Hasanuddin (indrianty.sudirman@gmail.com)

Abstract
Every company wants high-performing human resources. This study aims to determine the effect of motivation and job satisfaction on employee performance at PT. Putra Karella Mare directly and mediation. This study uses a quantitative approach that aims to explain the position of the variables studied as well as the relationship between one variable with another with the intention to test hypotheses that have been formulated previously. This study will explain the causal relationship between variables through hypothesis testing. In this study, the analysis method used is path analysis (PATH) using the help of the SmartPLS 3.2.8 program. The results found that motivation has a positive and significant effect on job satisfaction, motivation has a positive effect not significant on performance, job satisfaction has a positive and significant effect on performance, motivation has a positive and significant effect on performance if mediated by job satisfaction

Keywords: Motivation, Job Satisfaction, Performance.

1. INTRODUCTION
The concept of performance is expressed by Dessler in Devi (2009) which defines performance as work performance, which is a comparison between the actual work results and the established work standards. Thus, the performance focuses on the results of his work. Some things that should be considered in maintaining and improving employee performance are motivation, satisfaction, and work commitment.
Usman (2009: 58) explains that motivation is an important part of optimal or not the performance of an employee where motivation is a psychological process that drives someone to do something. Belo (2014) in his research found that work motivation and satisfaction had a significant positive effect on performance.
Suwatno and Priansa (2011) argue that job satisfaction is a way that individuals do in feeling their work which is the result of the individual's attitude in responding to various aspects of work. As for Testa in Devi (2009) defines job satisfaction as excitement or positive emotional statements resulting from the assessment of one job or work experiences. The results of research from Devi (2009) found that job satisfaction has a significant positive effect on organizational commitment and performance. The results of other studies also found that job satisfaction has a positive and significant effect on employee performance (Hardiyono, Hamid, and Yusuf 2017).

The phenomenon of human resources that occurred at PT. Putra Karella Mare for the past few years is a high turnover rate in which employees who have been recruited have low organizational commitment. The following data are presented regarding the number of employees who decided to stop working during the last three years:
Table 1. Number of Employee Resignations

| Year                  | Employees Who Resigned |
|-----------------------|-------------------------|
| 2016                  | 21                      |
| 2017                  | 38                      |
| 2018 (per Desember)   | 55                      |

Source: Primary Data (2019)

Based on table 1 above it can be seen that every year since 2016 there has been an increase in resignation rates. It can be seen that in 2016 there were 21 resignations, then in 2017 there were 38 employees who resigned until 2018 (as of December) there was an increase of 55 people. According to the owner of the company, every month for the past 3 years there have been resignations due to various reasons such as wanting to get married, have a colleague conflict or want to migrate. Most employees recruited are employees who have dropped out of school and are unable to continue their education and are placed in several business units of PT. Son of Karella Mare. With the intention to improve the economic level of the employees, what happens is the problem of lack of commitment from the employees.

Sometimes a newly hired employee will only work for a month and many female employees will get married shortly after work and decide not to continue working at this company. This shows that the work commitment of the employees is still lacking so that it becomes an obstacle on the part of the company to improve the performance of its employees. The employee performance appraisal in this study can be seen in the following table.

Table 2. Employee Performance Appraisal

| Performance Category | Information | Total |
|----------------------|-------------|-------|
| A                    | Very good   | 21    |
| B                    | Good        | 38    |
| C                    | Bad         | 22    |
| D                    | Very Bad    | 5     |

Source: Primary Data (2019)

The table above shows that still among all employees based on performance appraisal, there are as many as 22 people who fall into the bad category where they lose work motivation. This is inseparable from the influence of gadgets that make rich people often lose focus of work so that motivation and performance also decreases. The 5 people in the very bad category have received a warning letter of reprimand because they are often negligent at work such as deliberately increasing rest periods and sometimes influencing colleagues to do the same. Besides that, there are also employees who often skip work for common reasons because they are sick while in good health.

Based on the theory, known research and the phenomena above, the researcher is interested in conducting research under the title "The Effect of Motivation and Job Satisfaction on Employee Performance at Pt. Son of Karella Mare ".

II. LITERATURE REVIEW

Work motivation

Motivation is a series of processes that begin with human needs that create emptiness in a person. This is in line with what was stated by Chukwuma & Obiefuna (2014) that motivation is a process where the needs of the needs encourage a person to carry out a series of activities that lead to the achievement of certain goals. A goal that if successfully achieved
will satisfy or meet those needs. According to Sardiman (2011: 73) "Motivation originates from the word" motive "which means the driving force within a person to carry out certain activities in order to achieve a goal". Marno (2008: 22) defines motivation as a condition that makes motives move according to the needs that are owned by each individual.

Steers & Porter in Miftahun & Sugiyanto (2010) stated that work motivation is an effort that can cause a behavior, direct behavior, and maintain or maintain job satisfaction and performance.

George and Jones (2005) suggest that work motivation can be defined as a psychological boost to someone who determines the direction of a person's behavior in the organization, the level of effort, and the level of tenacity or resilience in the face of an obstacle or problem (level of persistence). So work motivation can be interpreted as the enthusiasm of work that exists in employees who make these employees can work to achieve certain goals.

Based on some of the above understanding, it can be concluded that motivation is a need that encourages actions toward a particular goal. Work motivation is something that raises enthusiasm or work motivation. For this reason, work motivation in work psychology is usually called work motivation.

Frederich Hersberg in Sedarmayanti (2001: 67) states that human motivation and maintenance factors apply to the work environment. From the results of his research concluded there are six motivational factors namely
1) achievement,
2) recognition,
3) advancement / promotion,
4) the work itself,
5) possibility to grow,
6) responsibility.

As for maintenance, there are ten factors that need attention, namely:
1) wisdom,
2) technical supervision,
3) human relations with superiors,
4) human relations with the builder,
5) the relationship between humans and their subordinates,
6) salary and wages,
7) work stability,
8) personal life,
9) workplace conditions,
10) status.

Job Satisfaction

Mangkunegara (2006) states that job satisfaction must be owned by every employee who works, because these conditions can affect how these employees interact with their work environment, so they will work wholeheartedly and earnestly to achieve organizational goals. Therefore, job satisfaction will be a result of an individual's estimation of a job or experience that is positive and pleasing to him which will have an impact on his performance. As according to Darsono & Siswandoko (2011) explained that job satisfaction is a feeling of a worker towards his job, an assessment of workers about how far the work overall satisfies or meets their needs. As according to Bryan, Karlan, and Nelson, (2010) in his research found that that the perception perceived by employees of their work is called job satisfaction. If the perception is positive then he will feel job satisfaction, on the contrary if the perception is negative then he will feel job dissatisfaction. Meanwhile, organizational commitment is a condition of
someone who sided with a particular organization and its goals and desires to maintain membership in the organization.

There are other aspects to job satisfaction. These other aspects are as follows (Hartatik, 2014: 230):
1. Challenging work
Most employees like jobs that give them the opportunity to use their skills and abilities, and offer assignments, freedom, and feedback. These characteristics make their work mentally challenging. Less challenging work creates boredom, but too much challenge also creates frustration and a feeling of failure. In the midst of moderate challenges, most employees will experience pleasure and satisfaction.
2. Appropriate rewards
Employees want a wage system and promotion policies that are fair and in line with their expectations. Good pay based on job demands, individual skill levels, and community wage standards, will likely result in satisfaction. However, not everyone is after money. Many people are willing to accept a small fortune to work in the location they want.
3. Supporting working conditions
Employees care about the work environment, both for personal comfort and to facilitate work on assignments. The studies demonstrate that employees prefer physical surroundings that are harmless or troublesome. Temperature (temperature), light, noise, and other environmental factors should not be extreme (too much or too little).
4. Supporting colleagues
People get more than money or tangible achievements from their work. For most employees, work also fills social needs. Therefore, having a friendly and pleasant co-worker can create increased job satisfaction. However, the behavior of superiors is also a major determinant of this satisfaction.
5. Suitability of personality with work
In essence, people whose personality types are congruent (congruent) with the work they choose, should have the right ability to meet the demands of their work. Thus, it is more likely to succeed at the job. And, because of this success, they have a greater chance of achieving high satisfaction from the work.

Employee Performance

Employee performance is defined by Mangkunegara (2009) as a result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. As an organization, the Company wants to develop and survive the changing environment and organizational needs (Ilyas, Munir, & Sobarsyah, 2017).

Someone will always crave appreciation for the results of his work and expect fair rewards. Performance appraisal needs to be carried out as objectively as possible because it will motivate employees to do their activities. Besides that performance appraisal can provide information for the benefit of giving salary, promotion and seeing employee behavior. Waldman in Koesmono, H. T. (2005); performance is a combination of behavior with achievement of what is expected and the choice or part of the terms of the task that exist in each individual in the organization. Meanwhile according to Mangkunegara (2001: 67); performance can be defined as the results of work in quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. Cascio in Koesmono, H. T. (2005) said that performance is the achievement of employees from their assigned tasks. Furthermore Soeprihantono in Koesmono, H. T. (2005) said that the performance is the result of the work of an employee during a certain period compared to various possibilities, such as standards, targets / targets / criteria that have been determined in advance and have been mutually agreed upon.
The achievement of good performance is inseparable from the quality of good human resources (Khaerul Umam, 2010). Robert L. Mathis and John H. Jackson (2001) in Khaerul Umam (2010), the factors that influence individual performance are:

1. Ability
2. Motivation
3. Support received
4. The existence of the work they do
5. Relationship with the organization

Prior Research

Tania, A. (2013) with the title Effect of work motivation and job satisfaction on organizational commitment of employees of PT. Dai Knife in Surabaya. The results of this study indicate that work motivation has a positive and significant effect on employee organizational commitment. Job satisfaction has a positive and significant effect on organizational commitment. Meanwhile the variables of work motivation and job satisfaction have a positive and significant effect together on employee organizational commitment.

Suarjana, A. A. G. M., Putra, I. K. M., & Susilawati, N. L. N. A. S. (2017) with the title Effect of work motivation and job satisfaction on organizational commitment of employees of PT. Dai Knife in Surabaya. The results found that (1) Work motivation has a positive and significant effect on organizational commitment to PLN Rayon Gianyar in Gianyar Regency, which means that if the performance of work motivation increases, it will increase organizational commitment to PLN Rayon Gianyar in Gianyar Regency, and vice versa. (2) Job satisfaction has a positive and significant effect on organizational commitment to PLN Rayon Gianyar in Gianyar Regency, which means that if job satisfaction performance increases, it will increase organizational commitment to PLN Rayon Gianyar in Gianyar Regency, and vice versa. (3) Organizational commitment has a positive and significant effect on the performance of PLN Rayon Gianyar employees in Gianyar Regency, which means that if the performance of organizational commitment increases, it will improve the performance of PLN Rayon Gianyar employees in Gianyar, and vice versa. (4) Work motivation by mediating organizational commitment has a positive and significant effect on the performance of PLN Rayon Gianyar employees in Gianyar Regency, which means that if the performance of work motivation increases, it will improve employee performance through organizational commitment to PLN Rayon Gianyar in Gianyar Regency, as well otherwise. (5) Job satisfaction by mediating organizational commitment has a positive and significant effect on the performance of PLN Rayon Gianyar employees in Gianyar Regency, which means that if job satisfaction performance increases, it will improve the performance of PLN Rayon Gianyar employees in Gianyar Regency, and vice versa. Job satisfaction directly affects employee performance. Job satisfaction also indirectly influences employee performance.

Devi, EKD (2009) with the research title Analysis of the Effect of Job Satisfaction and Motivation on Employee Performance with Organizational Commitment as an Intervening Variable (Study of Outsourcing Employees at PT Semeru Karya Buana Semarang) found that the results showed that the job satisfaction variable had a significant positive effect on organizational commitment. However, the motivation variable shows no significant positive results on organizational commitment. Furthermore, the variable of job satisfaction and motivation shows a significant positive effect on employee performance. On the other hand, the relationship between organizational commitment is not significantly positive on employee performance.

Based on the theory and previous research above, the conceptual framework of this study can be seen in the following table
Hypothesis
Based on the conceptual framework above, the hypothesis in this study can be described as follows:

1) Work motivation has a positive and significant effect on job satisfaction
2) Work motivation has a positive and significant effect on employee performance
3) Job satisfaction has a positive and significant effect on employee performance
4) Work motivation has a positive and significant effect on employee performance if mediated by job satisfaction

III. RESEARCH METHODS

Research design
This study uses a quantitative approach that aims to explain the position of the variables studied as well as the relationship between one variable with another variable. According to Sugiyono (2017) this research is intended to test the hypotheses that have been formulated previously.

This study will explain the causal relationship between variables through hypothesis testing. In this study, the analysis method used is the path (path) using the help of the SmartPLS 3.2.8 program.

The research time used during conducting research until the completion of research preparation is estimated to be approximately three months starting from the month to be carried out in Bone Regency.

Population and Sample
According to Sugiyono (2017: 80), the understanding of population as a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The population of this study is all employees of PT. Putra Karella Group, amounting to 86 people. The sample in this study are all employees who are the population of this study or commonly referred to as saturated samples.

Data Analysis Technique
The method of analysis is a method with a series of actions and deliberate thinking to examine allies in depth or in detail, especially in examining parts of a totality. The purpose is to find out the characteristics of each part, their relationship to each other, and their role in the intended totality.

Analysis of the data in this study using the Path Analysis method. Path Analysis using Smart PLS software can be used on any type of data scale (nominal, ordinal, interval, and ratio) as well as more flexible assumption requirements. Smart PLS is also used to measure the relationship of each indicator with its construct.
In analyzing data, researchers collect, classify, analyze, and interpret data in order to provide a clear picture of the problem under study. The analytical methods used in this study are:

1. Descriptive analysis.
   
   Descriptive analysis is used to analyze data by describing or describing the collected data as it is without intending to make conclusions that apply to the public or generalization. In interpreting the results of the proposed questionnaire, the respondent's response can be known by looking at the average response value of the respondent's responses for each statement and the average variable response.

2. Test Validity and Reliability
   
   To test the quality of the data carried out with a validity test and reliability test using the help of Smart Partial Least Square (PLS) 3.2.8. Data validity test is used to measure whether an item is valid or not valid in the questionnaire. A questionnaire is said to be valid if the questions in the questionnaire are able to express something that will be measured by using an outer loading value.

   If the correlation is greater than 0.3 to 0.4, then the questions made are categorized as quite valid, greater than 0.4 to 0.5 are stated as good and above 0.5 are stated to be very good and are very valid as constructs for constructing variables (Holil & Sriyanto, 2006: 29).

   Reliability test is a tool to measure the consistency of a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if a person's answer to a question is consistent or stable from time to time. Reliability is measured by the Cronbach Alpha statistical test. A construct or variable is said to be reliable if it gives a Cronbach Alpha value > 0.70 (Nunnally, 1994 in Ghozali, 2016).

3. Structural Model Testing
   
   Testing of structural models is done by looking at the value of R Square which is a goodness fit model. R2 is used to measure the level of validity of forming independent variables against the dependent variable, the higher R2 means the better the prediction model of the research model used based on the results of the calculations obtained by R square processed with Smart PLS 3.2.8

4. Hypothesis Test (Resampling Bootstraping)
   
   Based on the research objectives, the hypothesis test design that can be made is a hypothesis test design in this study is presented based on the research objectives. The coefficient value of the SmartPLS software is seen from the value of the original sample. The level of confidence based on the calculated bootstrapping results is 95%, so the level of precision or inaccuracy limits is (α) = 5% = 0.05 so as to produce a t-table value of 1.96. The P Value is also used to determine the significance or absence of the coefficient value of a hypothesis with the provisions of P Value must be < than 0.05 in order to be declared significant effect.

**Research Variables and Operational Definitions**

In general, this study aims to analyze the influence of leadership style and knowledge transfer on job satisfaction. The operational definitions of variables and their measurements can be seen in the following table:
| Variabel                  | Defenisi                                                                 | Indikator                                                                 |
|--------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------|
| Work Motivation (X1)     | Work motivation can be defined as a psychological impulse to someone who determines the direction of behavior (direction of behavior) someone in the organization, the level of effort (level of effort), and the level of persistence or resilience in the face of an obstacle or problem (level of persistence). So work motivation can be interpreted as the enthusiasm of work that exists in employees who make these employees can work to achieve certain goals. | 1. technical supervision, 2. human relations with superiors, 3. the relationship between leaders and subordinates, 4. Workplace conditions Friedrich Hersberg in Sedarmayanti (2001: 67) |
|                          | George and Jones (2005)                                                  |                                                                           |
| Job Satisfaction (Y1)     | Job satisfaction is the perception that employees feel about their work called job satisfaction. | 1. Psychological Satisfaction 2. Physical satisfaction 3. Financial Satisfaction 4. Social Satisfaction As'ad (2001: 115) |
|                          | Bryan, Karlan, and Nelson, (2010)                                       |                                                                           |
| Employee Performance (Y2)| Employee performance is defined as the quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. As an organization, the Company wants to develop and survive the changing environment and organizational needs. (Mangkunegara, 2009) | 1. Quantity 2. Timeliness 3. Independence 4. Work commitment Robbins (2016) |
|                          |                                                                           |                                                                           |
IV. RESULTS AND DISCUSSION

After distributing questionnaires to 86 respondents, the next step is data processing, so the processed path coefficient data can be presented with Smart PLS 3.2.8. The results of the coefficient path values can be seen in the original sample column for the path coefficient values and specific indirect effects. For more information, see the following table:

Table 4. Hypothesis Test Results

| Kode | Variabel | Koefisien | T Statistic | P Value | Information |
|------|----------|-----------|-------------|---------|-------------|
| H1   | Work Motivation => Job Satisfaction | 0.455 | 5.544 | 0.000 | Accept |
| H2   | Work Motivation => Employee Performance | 0.104 | 0.894 | 0.372 | Reject |
| H3   | Job Satisfaction => Employee Performance | 0.638 | 6.848 | 0.000 | Accept |

Based on the above table, an explanation of the results of hypothesis testing can be described as follows:

1) The Effect of Motivation on Job Satisfaction of PT. Son of Karella Mare

The results of testing the hypothesis in this study found that Work Motivation has a positive and significant effect on Job Satisfaction. This can be seen from the coefficient value which shows the value of 0.455 which can be interpreted if the Work Motivation of the employees of PT. Putra Karella Mare has a positive effect of 45.5% on Job Satisfaction.

The next test that is the significance test shows a statistical t value of 5.544 which is greater than 1.96 and p value of 0.000 which is smaller than 0.05 so it can be concluded that Work Motivation has a significant effect on Job Satisfaction so that the hypothesis in this study is accepted.

The results of this study are in line with the opinions of Steers & Porter in Miftahun & Sugiyanto (2010) stating that Work Motivation is an effort that can cause a behavior, direct behavior, and maintain or maintain Job Satisfaction and performance. The results of research from Primandaru, D. L., Tobing, D. S., & Prihatini, D. (2018) in his research found that motivation influences Job Satisfaction so the results of this study support the results of previous studies.

2) The Effect of Motivation on Employee Performance of PT. Son of Karella Mare

The results of testing the hypothesis in this study found that Work Motivation did not have a significant positive effect on Employee Performance. This can be seen from the coefficient value which indicates the value of 0.104 which can be interpreted if the Work Motivation of the employees of PT. Putra Karella Mare has a positive effect of 10.4% on Job Satisfaction.
The next test that is the significance test shows a statistical t value of 0.894 which is smaller than 1.96 and p value of 0.372 which is greater than 0.05 so it can be concluded that Work Motivation has no significant effect on Employee Performance so that the hypothesis in this study is rejected.

The results of the study found that Work Motivation had not a significant positive effect on Job Satisfaction at PT. Putra Karella Mare with the average response of respondents on motivation and performance of employees who are both included in the category of good or high, but the relationship between variables shows that there is no significant effect of motivation on Employee Performance. This shows that the motivation of employees towards improving performance is still low. Motivation is high but only to Job Satisfaction and its indicators as explained in the first hypothesis testing but the facts on the ground also show that sometimes employees lack motivation to work as there is a gadget influence that has been explained on the research phenomenon.

The results of this study are in line with the opinions of Steers & Porter in Miftahun & Sugiyanto (2010) stating that Work Motivation is an effort that can cause a behavior, direct behavior, and maintain or maintain Job Satisfaction and performance. Furthermore George and Jones (2005) suggest that Work Motivation can be defined as a psychological impulse to someone who determines the direction of behavior (direction of behavior) someone in the organization, the level of effort (level of effort), and the level of persistence or resilience in face an obstacle or problem (level of persistence). So Work Motivation can be interpreted as the spirit of work that exists in employees who make these employees can work to achieve certain goals. The results of research from Utomo, J. (2011) found that motivation has a positive and significant effect on performance so that the results of this study do not support the results of previous studies.

3) The Effect of Job Satisfaction on PT. Son of Karella Mare

The results of testing the hypothesis in this study found that Job Satisfaction has a positive and significant effect on Employee Performance. This can be seen from the coefficient value which shows the value of 0.638 which can be interpreted if the Employee Performance of PT. Putra Karella Mare has a positive effect of 63.8%.

Pengujian selanjutnya yakni uji signifikansi menunjukkan nilai t statistik sebesar 6.848 yang lebih besar dari 1.96 dan p value yakni 0.000 yang lebih kecil daripada 0.05 sehingga dapat disimpulkan bahwa Job Satisfaction berpengaruh signifikan terhadap Employee Performance sehingga hipotesis dalam penelitian ini diterima.

The results of the study found that Job Satisfaction had a significant positive effect on Employee Performance at PT. Putra Karella Mare with the average respondent's response to Job Satisfaction and employee performance that are both included in the good or high category. This shows that when the Job Satisfaction of employees is getting better, it will have an impact on improving Employee Performance.

The results of this study are in line with the opinion of Mangkunegara (2006) which states that Job Satisfaction must be owned by every employee who works, because these conditions can affect how employees interact with their work environment, so they will work wholeheartedly and earnestly to achieve organizational goals. Therefore, Job Satisfaction will be a result of an individual's estimation of a job or experience that is positive and pleasing to him which will have an impact on his performance.

The results of research from Hardiyono, H., Hamid, N., & Yusuf, R. (2017) who found that Job Satisfaction has a positive and significant effect on Employee Performance so that the results of this study support the results of previous studies.
4) Effect of Motivation on Employee Performance of PT. Putra Karella Mare If Mediated by Job Satisfaction

The results of testing the hypothesis in this study found that Work Motivation has a positive and significant effect on Employee Performance if mediated by Job Satisfaction. This can be seen from the coefficient value which shows the value of 0.290 which can be interpreted if the Work Motivation of the employees of PT. Putra Karella Mare has a positive effect of 29% on Employee Performance if it is mediated by Job Satisfaction.

The next test that is the significance test shows a statistical t value of 4.254 which is greater than 1.96 and p value of 0.000 which is smaller than 0.05 so it can be concluded that Work Motivation has a significant effect on Employee Performance if mediated by Job Satisfaction so the hypothesis in this study be accepted.

The results of the study found that Work Motivation had a positive and significant effect on Employee Performance at PT. Putra Karella Mare if mediated by Job Satisfaction with the average response of respondents will be motivation, Job Satisfaction and Employee Performance are both included in the good or high category. Although Work Motivation directly does not significantly influence Employee Performance, if mediated by Job Satisfaction it will have a positive and significant effect.

The results of this study are in line with the opinion of George and Jones (2005) which states that Work Motivation can be defined as a psychological impulse to someone who determines the direction of behavior (direction of behavior) someone in the organization, the level of effort (level of effort), and the level of persistence or resilience in the face of an obstacle or problem (level of persistence). So Work Motivation can be interpreted as the spirit of work that exists in employees who make these employees can work to achieve certain goals. Job Satisfaction will have a positive impact on motivation on Employee Performance indirectly.

Furthermore according to Darsono and Siswandoko (2011) explained that Job Satisfaction is the feeling of a worker towards his job, an assessment of the worker about how far his job overall satisfies or meets his needs. When Job Satisfaction is achieved, Employee Performance will increase.

Mangkunegara (2001: 67) explains that performance can be defined as work results in quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him.

The results of research from Primandaru, D. L., Tobing, D. S., & Prihatini, D. (2018) found that motivation affects performance both directly and indirectly through Job Satisfaction so that the results of this study support the results of previous studies.

V. CONCLUSIONS AND RECOMMENDATIONS

Based on the results of statistical tests with data derived from questionnaires and discussions that have been explained previously, the conclusions of this study can be described as follows:

1) Motivation has a positive and significant effect on Job Satisfaction. This shows that when the employee motivation is getting better, it will have an impact on the Job Satisfaction.
2) Motivation has a significant positive effect on performance. This shows that when a Work Motivation occurs the better the employee will have an impact on Employee Performance.
3) Job Satisfaction has a positive and significant effect on performance. This shows that when Job Satisfaction occurs it increases, it will have an impact on Employee Performance.
4) Motivation has a positive and significant effect on performance if mediated by Job Satisfaction. This shows that when a Work Motivation occurs the better the employee will have an impact on Job Satisfaction so that it can also have an impact on improving Employee Performance.
Based on the conclusions of this study, the suggestions from researchers can be described as follows:

1) Work Motivation of employees relating to Job Satisfaction can be maintained by means of company leaders who regularly come to the company location and provide motivation when meeting directly with employees.

2) Motivation that does not have a significant positive effect on performance can be a concern for management as a consideration for improving Employee Performance. Things that can be done such as giving rewards per week or per month for employees whose full presence and good performance.

3) Job Satisfaction that has a positive and significant effect on performance should be maintained by the company. The thing that can be done is to consider giving salary according to performance and giving rewards such as the opportunity to continue education based on the best performance appraisal.

4) Motivation has a positive and significant effect on performance if mediated by Job Satisfaction. Therefore, as a family company, it must maintain employee motivation conditions that can be done by providing direct motivation by the leadership or providing attractive rewards.

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