

**THE INFLUENCE OF JOB SATISFACTION ON EMPLOYEE PERFORMANCE IN
PLANNING AGENCY REGIONAL DEVELOPMENT BONE DISTRICT****Halima Thuzai¹⁾, Siti Aisyah²⁾, M. Hidayat³⁾**Management Study Program, Faculty of Economics and Business, Universitas Muhammadiyah Makassar
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halimathuzai88cl@gmail.com¹⁾ , sitiaisvah@unismuh.ac.id²⁾ , hidavat@unismuh.ac.id³⁾**Abstrak**

This study aims to determine the effect of job satisfaction on employee performance at the Regional Development Planning Agency in Bone Regency. The type of research used in this research is descriptive quantitative. The data processed are the results of distributing questionnaires to employees at the Regional Development Planning Agency Office in Bone Regency with a sample used of 32 respondents. The data analysis techniques used in this study are validity and reliability tests, coefficient analysis and simple linear regression. The results showed that the job satisfaction variable had a positive and significant effect on employee performance at the regional development agency of Bone Regency with a Significant value of $0.000 < 0.05$ and the coefficient of determination test with an R Square value or coefficient of determination of 0.072, and an Adjusted R Square value of 0.830 or with an influence level of 83% and 17% influenced by the limitations of this research model. Based on the results of this study, there is an Influence of job satisfaction on employee performance at the Regional Development Planning Agency of Bone District.

Keywords: Job Satisfaction, Employee Performance**INTRODUCTION**

One of the things that needs to be considered in HR management is employee performance. High employee performance is of course highly expected by every company because it will encourage the company's development. Employees with good performance will show high work results while employees with low performance will show low work results. Increasing employee performance will automatically improve company performance. In this regard, HR performance is work performance or output, both quality and quantity, achieved by HR over a period of time in carrying out their work duties, in accordance with the responsibilities given to them (Mangkunegara, 2006). To know the results of work or employee performance, it is necessary performance evaluation.

Performance evaluation can be used to improve or increase the performance of an organization's human resources in the future. Apart from that, performance evaluation can also be used to assess employee abilities, employee rankings, salaries, compensation, promotions and position determination as well as as feedback in the performance management process. According to (Mathis and Jackson, 2009), performance evaluation is the process of evaluating how well employees do their jobs when compared to a set of standards and then communicating this information to employees. If employee performance is not managed well it will have a negative impact on the company. The company will not achieve the targets set or if achieved the results will not be optimal due to low employee performance. Companies certainly don't want that, companies want their employees to do their jobs with high performance. In many companies, high employee performance is a determining factor in the success of an organization.

Job satisfaction is the dream of every working individual. Each employee has a different level of satisfaction according to the values they have. The more aspects of the job that suit the employee's desires and needs, the higher the satisfaction felt, and vice versa.

The success of an organization is greatly influenced by the performance of its employees. Every organization or company will always try to improve employee performance, with the hope that the company's goals will be achieved. One of the methods taken by companies to improve the performance of their employees, for example, is through education, training, providing adequate compensation, providing motivation and creating a work environment that is conducive and disciplined. Increasing employee performance will bring progress for the company to be able to survive in an unstable competitive business environment. Therefore, efforts to improve employee performance are the most serious management challenges because success in achieving company goals and survival depends on the quality of performance of the human resources within it. Performance is the work result that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals and ethics. So performance is important for a company or organization. Efforts to improve employee performance include paying attention to the work environment. The work environment is everything around workers that can influence them in carrying out their assigned tasks (Nitisemito, 2000).

Human resource development is expected to be able to obtain employees who can provide achievements that support the continued development of the organization. The role of human resources is really needed, it can even be said that humans are the main resource in an area.

RESEARCH METHODS

Quantitative research is a process of finding knowledge that uses data in the form of numbers as a tool to analyze information about what you want to know. The quantitative approach used aims to determine the correlation between the independent variables, namely employee job satisfaction at the Bone Regency Regional Development Planning Agency. This research will be carried out at the Bone Regency Regional Development Planning Agency on Jl. Gen. Ahmad Yani, Watampone, Kab. Bone. This research was planned for two months. In November and December 2023.

RESULT AND DISCUSSION

A. Research Result

1. Reliability Test

Table 1. Reliability Test

No.	Variable	Cronbach's Alpha	Reliability Standards	Information
1.	Job Satisfaction	0,779	0.60	Reliable
2.	Employee Performance	0,870	0.60	Reliable

Source: Results of data processing IBM SPSS Statistics, 2023

Based From the table information above, it can be seen that each variable has a Cronbach alpha > 0.60. Thus, the job satisfaction and employee performance variables at the Bone Regency Regional Development Planning Agency Office can be said to be reliable.

2. Partial Test

Table 2. Partial Test Results
Coefficients^a

	Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.471	5.451		6.691	.000
	Job Satisfaction	.141	.122	.120	1.158	.000

a. Dependent Variable: Employee Performance

Source: Results of data processing IBM SPSS Statistics , 2023

Based on the explanation of the data above, it shows that there is a significant influence between job satisfaction on employee performance at the Regional Development Planning Agency with a significant value of $0.00 < 0.05$ so that H_0 is rejected and H_a is accepted.

3. Determination Test

The The coefficient of determination is a statistical measure used in regression analysis to measure the extent to which variability in the dependent variable (Y) can be explained by the independent variable (X) in the regression model. The following are the results of the Regression Coefficient test:

Table 3. Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.120 ^a	.072	.830	2.731
<i>a. Predictors: (Constant), Job Satisfaction</i>				

Source: Results of data processing IBM SPSS Statistics, 2023

Based on the table above, it can be seen that the RSquare or coefficient of determination is 0.072, and the Adjusted RSquare value is 0.830 or if converted to % it is 83%. This means that the influence of job satisfaction on employee performance at the Bone Regency Regional Development Planning Agency Office is 83% and the remaining 17% is influenced by other factors outside this research.

B. Discussion

This Based on the results of the analysis described above, the overall discussion of the research results explains that the results of simple linear regression analysis show that job satisfaction has a positive effect on employee performance at the Bone Regency Regional Development Planning Agency. The coefficient of determination shows that around 83% of the variability in employee performance can be explained by job satisfaction. This confirms that job satisfaction plays an important role in improving employee performance in this environment.

Based on research indicators which show that job satisfaction is closely related to employee performance. Factors such as the level of satisfaction with compensation and promotional opportunities have the potential to have a significant impact on employee performance, which is reflected in work quality, work quantity, timeliness and attitude.

The level of satisfaction with compensation can directly influence employee performance. Adequate and fair compensation will encourage employees to work better, make greater contributions, and show high dedication to the tasks they carry out. Employees who feel appreciated and rewarded according to their contribution tend to have high motivation to improve their performance in terms of work quality, work quantity and timeliness.

The level of satisfaction with promotional opportunities can also have a significant effect on employee performance. The opportunity to be promoted or get a promotion is an important factor that can motivate employees to improve their performance. When employees feel that their abilities and achievements are recognized and rewarded by providing opportunities for career development, they tend to be more motivated to work harder and smarter. This can be reflected in improving the quality of work, increasing the quantity of work, punctuality in completing tasks, and a positive attitude towards work and the organization.

CONCLUSION

Based on the research results, it can be concluded that there is a significant influence between job satisfaction and employee performance at the Regional Development Planning Agency in Bone Regency. With a coefficient of determination (R Square) of 0.830 or 83%, this

shows that 83% of employee performance is influenced by job satisfaction, while the remaining 17% is influenced by the limitations of this research model.

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