

# ANALYSIS OF THE INFLUENCE OF JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT PT MY REPUBLIC JAKARTA

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**Background:** Background Specific Problem at PT My Republic Jakarta: The company faces significant challenges related to employee retention. A high employee turnover rate is a primary concern, which indicates potential problems with job satisfaction and performance. Furthermore, the company has received customer complaints regarding service quality, which may be related to employee performance. General Business Context: The research is set against the backdrop of intense business competition, which requires companies to have a competitive advantage. Human resources (HR) are a critical factor in a company's success, as the quality of HR is directly correlated with the company's overall performance. Theoretical Basis: Job satisfaction is identified as a key factor in building employee loyalty. Employees who are satisfied tend to show higher commitment and contribute more to achieving company goals. This optimal employee performance positively impacts the organization's overall performance. Given these issues, the research aims to measure the levels of job satisfaction and performance at PT My Republic Jakarta and to analyze the specific influence of job satisfaction on employee performance within the company.

**Purpose:** the purpose of this research is: To measure the level of job satisfaction and employee performance at PT My Republic Jakarta. To analyze the influence of job satisfaction on employee performance at the company. To provide insights for the company's management to help identify factors that need to be improved to achieve optimal employee performance.

**Methodology:** the methodology used in this research is as follows: Research Approach: The study employed a quantitative approach, where data was collected and analyzed in numerical form to produce measurable conclusions. Data Collection: Primary Data: Collected by distributing questionnaires to 100 respondents who were employees at the company. Secondary Data: Obtained from company documentation, journals, and other sources. Variables: Independent Variable: Job satisfaction, which was measured using indicators like compensation, promotion, and working conditions. Dependent Variable: Employee performance, measured through work quality and quantity, initiative, and teamwork ability. Measurement Tool: A Likert scale was used in the questionnaires to measure the respondents' level of agreement with various statements. Instrument Testing: Validity Test: Performed to ensure the questionnaire measured what it was intended to measure. The test, involving 100 respondents, confirmed all statements were valid as their significance values were below 0.05. Reliability Test: Conducted using Cronbach's Alpha. All variables were deemed reliable, with Cronbach's Alpha values greater than the 0.6 threshold. Data Analysis: Simple linear regression was used to test and measure the relationship and influence of job satisfaction (the independent variable) on employee performance (the dependent variable).

**Finding:** the key findings: Respondent Demographics: The majority of the 100 respondents were male (61%), over 35 years old (40%), had an S1/S2 (Bachelor's/Master's) degree (55%), and worked in the Sales division (39%). Instrument Validity and Reliability: All statements in the questionnaire were found to be valid, with significance values ranging from 0.000 to 0.048 (all < 0.05). All variables were also found to be reliable, with Cronbach's Alpha values exceeding the 0.6 threshold (0.636 for

Job Satisfaction and 0.654 for Employee Performance). Level of Job Satisfaction: The average level of employee job satisfaction was found to be in the "moderate" category, with an average value of 3.17. This suggests employees are fairly satisfied, but there is still room for improvement. Level of Employee Performance: The average level of employee performance was also in the "moderate" category, with an average value of 3.10. This indicates that performance is productive but can be enhanced with more strategic measures. Influence of Satisfaction on Performance: The study found a significant positive influence of job satisfaction on employee performance. Regression Equation: The relationship is represented by the equation  $Y = 29.268 + 0.303X_1$ . Coefficient: For every one-unit increase in job satisfaction (X1), employee performance (Y) increases by 0.303 units. Significance: The t-test confirmed this relationship is statistically significant, with a t-count (3.870) greater than the t-table (1.984) and a significance value of 0.000 (which is  $< 0.05$ ). Strength of the Relationship: While the influence is significant, it is not the only factor. The R-Square ( $R^2$ ) value was 0.133. This means that job satisfaction explains only 13.3% of the variation in employee performance. The remaining 86.7% is influenced by other factors not examined in this study. The R value of 0.364 suggests the overall correlation is "weak".

**Limitation:** the main limitation is that job satisfaction, while a significant factor, explains only a small portion of employee performance. Here are the specific details: The coefficient of determination ( $R^2$ ) was 0.133. This means that job satisfaction accounts for only 13.3% of the variation in employee performance. Consequently, the remaining 86.7% of the variation in performance is influenced by other factors that were not analyzed in this particular study. The article explicitly states that other factors need to be considered, such as intrinsic motivation, managerial support, career development opportunities, and work-life balance, which can also influence performance.

**Originality:** the originality of this article stems from its specific application of established human resource theories to a unique, contemporary case study: PT My Republic Jakarta. While the relationship between job satisfaction and employee performance is a well-studied topic, this article's originality lies in: Investigating a Specific Corporate Problem: The research is not just theoretical; it is grounded in addressing significant, documented challenges at PT My Republic Jakarta, namely a high employee turnover rate and customer complaints about service quality. Providing Company-Specific Data: The article contributes new empirical data by quantitatively measuring the precise levels of job satisfaction (average 3.17) and employee performance (average 3.10) among 100 employees at this specific company. Quantifying the Local Impact: It calculates the specific statistical relationship between these two factors within PT My Republic Jakarta, finding that job satisfaction significantly predicts performance (regression coefficient of 0.303). In summary, the originality is not in creating a new theory, but in the specific, localized, and data-driven analysis of how a general theory applies to a particular company facing documented business problems.

**Keywords:** Satisfaction, Performance, My Republic