

***THE EFFECT OF WORK-SATISFACTION AND REMUNERATION
ON THE EMPLOYEE'S PERFORMANCE OF PT PETROKIMIA
GRESIK***

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ABSTRACT

PT Petrokimia Gresik has a problem in the form of an increase in the number of non-operational permanent employees at the beginning of the 2019 period which is sourced from company internal data. This study aims to determine and analyze the effect of job satisfaction and remuneration on employee performance at PT Petrokimia Gresik. This study uses Multiple Regression Analysis with a sample of 97 respondents and uses questionnaires to obtain data. Based on the results of the study, the two hypotheses proposed in this study as a whole are accepted, which means that the Job Satisfaction variable (X_1) has a significant positive effect on Employee Performance (Y) of PT Petrokimia Gresik. Thus the case with the variable Remuneration (X_2) has a significant positive effect on Employee Performance (Y) of PT Petrokimia Gresik. Meanwhile, simultaneously Job Satisfaction (X_1) and Remuneration (X_2) had a significant positive effect on the performance of PT Petrokimia Gresik's Employees (Y).

Keywords: *Job Satisfaction, Remuneration, Employee Performance*