

ABSTRACT

Human resource is a strength and important key that have most important role in every organization activities. Without the human resource aspect its difficult for organization to achieve vision, mission and goals that has been established. This research is to explain the descriptive of performance appraisal, job satisfaction and job performance and analyze how much influence between performance appraisal to job satisfaction and the impact toward job performance in directly or indirectly. The method of this research is descriptive research and verification with 95 respondent as sample and using path analysis as data analysis. The result showed that the effect of performance appraisal to job satisfaction is 93,1%, the effect of job satisfaction to job performance is 42,6% and the effect of performance appraisal to job performance is 57,4% while indirectly the effect of job appraisal to job performance is 53,1%.

Keyword: Performance Appraisal, Job Satisfaction and Job Performance