

ABSTRACT

PT.ASRI PANCAWWARNA is a production company working in the field to produce granite using labor at the cutting process. To meet the production target PT Asri Pancawarna expect their employees to optimize their work. But in reality on many employees are absent from work with a wide variety of cases such as illness, written letter of consent and straightforward just skip their shift without clear explanation. Departing from the phenomenon, the researchers felt the need to make it as research, so as to know whether the job satisfaction and work load affect the performance.

To resolve these problems, at the cutting process a questionnaire distributed to each employee in the division cutting . The mean of the questionnaire was to find out how much job satisfaction and the workload influence on the performance in the production process of cutting parts. The population in this study as many as 38 employees. samples taken in this study were 35 respondents specified. The sampling technique using simple random sampling technique. In a test of the validity of this test is done with product moment correlation test in which each respondent's answer was tested while realibility test using Cronbach's alpha. Measuring instrument proved valid and reliable as instrument for this research.

The results of this study, the effect of job satisfaction and the workload on employee performance has a value of 94% and the remaining 6% is the result of other influences that can not be investigated. In this study, concluded that the influence job satisfaction and workload positive influence on employee performance. The views from the influence of data on the performance of employees' job satisfaction has a value of 92.5% and workload on employee performance has a value of 85.4%.

Keyword: job satisfaction, Workload, Work performance