

ABSTRACT

This study aim to examine empirically about the influence of Job Description and Job Specification on Employee Performance at Bank Bjb Branch Taman Sari Bandung. The technique Sampling is used in this research is Cluster Proportional random Sampling. Cluster Proportional Random Sampling is a sampling system that is divided by area. The number of samples is 73 respondents it is employees of Bank Bjb branch of Tamansari Bandung from population of 269 people. The analysis technique used in this research by multiple regression analysis and hypothesis test used by partial test (t test) and simultaneous test (F test). The calculation using by SPSS 22.0 For Windows program.

The results of this study is Job Description at Bank Bjb Branch Tamansari Bandung assessed the employee is good, but in terms of Job Specification is good enough. Employee of performance as a whole is good or (high). The results explain about simultaneously and partially Job Description and Job Specification is influence on Employee Performance at Bank Bjb Branch Taman Sari Bandung. In Partially, Job Description have big contributes influence to the Performance of Customer Employees at Bank Bjb Branch Tamansari Bandung with With a number percentage of contribution influence, at 48,5%, and influence by Job Specification variable, at 21,3%. In Simultaneous, Job Description and Job Specification have influence to Consumer Employee Performance at Bank Bjb Branch Tamansari Bandung, at 69,8%, and 30,2% is the other factors influenced which not included in variable researched in this study.

Keywords: Job Description, Job Specification, Employee Performance, Bank Bjb Branch Tamansari Bandung.