

ABSTRACT

This research was motivated by low job satisfaction and work motivation which had an impact on the poor work performance of employees of the West Java Province Education Service. This research aims to determine how much influence job satisfaction and work motivation have on the work performance of employees of the West Java Province Education Service, both simultaneously and partially.

This study uses a quantitative approach. The research method used is descriptive and verification. The sampling technique used was probability sampling with a sample size of 78 people. The analytical methods used are multiple linear regression analysis, multiple correlation analysis, coefficient of determination analysis, and hypothesis testing using the SPSS 26 program.

The research results simultaneously show that job satisfaction and work motivation have a positive and significant effect on work performance by 68.2%, while the remaining 31.8% is influenced by other variables not studied. Partially, it shows that job satisfaction has a positive and significant effect on work performance by 16.2% and work motivation has a positive and significant effect on work performance by 52.0%. So it is concluded that work motivation has the greatest influence on work performance.

Keywords: Job Satisfaction, Work Motivation, and Job Performance