

# The Relationship between Job Satisfaction and Employee Performance

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## ABSTRACT

This study investigates the relationship between job satisfaction and employee performance. To collect the data, this quantitative research distributed the survey to the 58 employees of PT. Chang Shin Reksa Jaya. The data was then statistically tested for linearity using SPSS 20. The result of the study showed the relationship between job satisfaction and employee performance and there was a linear relationship between job satisfaction and employee performance. This indicates that when employees are satisfied with the job, their job performance will improve. This study gives benefits in the development of applied theory that claims there is a linear relationship between job satisfaction and employee performance. Another practical benefit of this study is that the company needs to improve employee performance by evaluating the level of employee satisfaction.

**Keywords:** job satisfaction; employee performance.

## 1. INTRODUCTION

A company has purposes that need to be achieved. The objectives of the company are focused on business profitability, survival, and growth [1]. The business competition is now getting harder which requires each company to fight and thrive the business. To handle the competition, the companies should achieve their objectives effectively and efficiently. The way to achieve these objectives is to manage the available resources owned by the company. The management resources approach is comprised of man, machine, method, money, and market (abbreviated as 5M). Human is the most important element that determines the success or failure of a company. There is no single company that can survive and thrives without a human force that has managerial abilities and work ethic [2]. The roles of humans are being to be the workforce or employees that carry out the company activities [3] [4] [2].

The success of a company is determined by how well the company manages the human source effectively. The quality of the human resource is an essential factor in achieving the company's goals. Therefore, the company must improve employee performance to ensure that the set objectives are always achieved [5] because a successful and effective organization comprises people with excellent employee performance [6] [3].

Performance is the indispensable element of the company [7] because employee performance will give significant effects on the company. The improvement of employee performance will increase the company's growth and survival amid an unstable business environment and competition [7]. Employee performance can be measured by: (1) work result, (2) work process, and (3) work attitude [1]. The setting of this study was carried out in PT. Changsin Reksa Jaya in Cibarial Village. The following table shows the type of occupation of people in Cibarial Village as seen in the following Table 1. The changes in data of occupation in Cibarial Village (Monographic Data in Cibarial Village).

**Table 1.** The changes data of occupation in Cibarial Village (monographic data in Cibarial Village)

Occupation	Year			
	2013	2014	2015	2016
Farmer	713	650	550	170
Farmworker	1853	1725	1514	163
Entrepreneur	19	23	50	248
Private Employee	105	250	375	1276

# Relationship Between Job Satisfaction And Job Performance

**Valerie I. Sessa, Nathan A. Bowling**



## **Relationship Between Job Satisfaction And Job Performance:**

Organizational Psychology Steve M. Jex, 2002-11-08 A comprehensive treatment of the science and practice of organizational psychology Following a scientist practitioner model Organizational Psychology explores the practical implications of the current research in the field expertly integrating multicultural and international issues Beginning with a foundation of research methodology author Steve Jex examines the behavior of individuals in organizational settings Drawing on his experiences as a consultant and educator he uses actual cases to illustrate workplace issues offering balanced coverage of such key topics as occupational stress motivation and corporate culture Also presented is unique information on research methods and the use of statistics in understanding organizations With an emphasis on applying theory and research in practice Jex explores the mechanisms that organizations use to influence employees behavior addressing the major motivation theories in organizational psychology Readers will discover how psychological models can be used to improve employee morale productivity and quality of service The focus then shifts from the individual to the group level an important distinction given the increased reliance on teams in many organizations Jex identifies the factors that have the greatest impact on group effectiveness and examines the dynamics underlying intergroup behavior Finally he moves to the organization macro level revealing a variety of ways in which organizations engage in planned change with the assistance of behavioral science knowledge

*Applied Social Psychology* Jamie A. Gruman, Frank W. Schneider, Larry M. Coutts, 2016-09-08 This student friendly introduction to the field focuses on understanding social and practical problems and developing intervention strategies to address them Offering a balance of theory research and application the updated Third Edition includes the latest research as well as new detailed examples of qualitative research throughout

**Handbook of Industrial, Work & Organizational Psychology** Neil Anderson, 2001-12-20 Work in the 21st century requires new understanding in organizational behaviour how individuals interact together to get work done This volume brings together research on essential topics such as motivation job satisfaction leadership compensation organizational justice communication intra and inter team functioning judgement and decision making organizational development and change Psychological insights are offered on management interventions organizational theory organizational productivity organizational culture and climate strategic management stress and job loss and unemployment

**The Oxford Handbook of Personnel Psychology** Susan Cartwright, Cary L. Cooper, 2008 The field of Personnel Psychology is broadly concerned with the study of individual differences and their consequences for the organization As human resource costs continue for most organizations to be the single largest operating cost 50 80% of annual expenditure achieving optimal performance from individual employees is of paramount importance to the sustained development and financial performance of any organization The Oxford Handbook of Personnel Psychology brings together contributions from leading international scholars within the field to present state of the art reviews on topical and emergent issues constructs and research in personnel

psychology The book is divided into six sections DT Individual Difference and Work Performance DT Personnel Selection DT Methodological Issues DT Training and Development DT Policies and Practices DT Future Challenges While the Handbook is primarily a review of current academic thinking and research in the area the contributors keep a strong focus on the lessons for HR practitioners and what lessons they can take from the cutting edge work presented **Career Development and**

**Job Satisfaction** Josiane Fahed-Sreih,2020-09-09 This book Career Development and Job Satisfaction not only looks at how employees can develop their careers and create career paths that are meaningful for their lives it also looks at keeping employees satisfied with their jobs This book highlights how to work with the millennial generation and being able to motivate them and guide them through their careers It presents case studies on satisfaction and career planning The function of human resource management has an important implication on the performance of the whole organization and giving it acute attention can enhance the performance of the business Knowledge Transformation and Innovation in

Global Society Hoa Van Thi Tran,Hiromi Shioji,Huong Lan Thi Le,Takabumi Hayashi,2024-02-27 This is the first book to fully explain the changing management and business models in the current era of important new developments in knowledge and information occurring all over the world The research and its outcomes presented here focus especially on diverse cases from emerging countries in East Asia where local companies face similar technological change The pandemic has seriously changed people s lives and affected the development of society as a whole while digital technologies have become even more greatly in demand Those are very difficult to fit into traditional management models created decades ago however For the successful implementation of such a transition new paradigms models and technologies for the transformation of control systems are needed To meet that need a new paradigm to bring about innovation under the new knowledge transformation system is required This book presents the experiences of beginning such a knowledge transformation inEast Asian countries Despite the fact that the countries are in the same geographical region their experiences are quite diverse determined by cultural historical religious and psychological factors These differences appear not only in such important areas as R D processes but also in production finance HR management and marketing Readers will find innovative solutions for the transformation of management in the new knowledge transformation system that is the focus of this book **ICBAE 2022**

Bima Cinintya Pratama,Sarkar Kabir,Hassan Mohammad Kabir,Rizal Yaya,Salina Kassim,Judit Kovács,Naelati Tubastuvi,Tiara Pandansari,Azmi Fitriati,Wida Purwidiyanti,Suryo Budi Santoso,2022-08-23 The 3rd International Conference of Business Accounting and Economics ICBAE 2022 continued the agenda to bring together researchers academics experts and professionals in examining selected themes by applying multidisciplinary approaches This conference is the third intentional conference held by the Faculty of Economics and Business Universitas Muhammadiyah Purwokerto and it is a bi annual agenda of this faculty In 2022 this event will be held on 10 11 August at the Faculty of Economics and Business Universitas Muhammadiyah Purwokerto The theme of the 3rd ICBAE UMP 2022 is Innovation in Economic Finance Business and

Entrepreneurship for Sustainable Economic Development It is expected that this event may offer a contribution for both academics and practitioners to conduct research related to Business Accounting and Economics Related Studies Each contributed paper was refereed before being accepted for publication The double blind peer review was used in the paper selection

*Essentials of Job Attitudes and Other Workplace Psychological Constructs* Valerie I. Sessa, Nathan A. Bowling, 2020-12-21 Although the topic of job attitudes and other workplace psychological constructs such as perceptions identity bonds and motivational states is important there are no books addressing the topic as a whole *Essentials of Job Attitudes and Other Workplace Psychological Constructs* seeks to fill that void in a comprehensive edited volume that compiles chapters by experts on each construct *Essentials of Job Attitudes and Other Workplace Psychological Constructs* begins with a review of the concept of job attitudes and other workplace psychological constructs then devotes a single chapter to each construct These chapters focus on organizational justice perceived organizational support organizational identification job involvement workplace commitments job embeddedness job satisfaction employee engagement and team related work attitudes Each of these chapters addresses parallel content including definitions history theory a critique of the field to date with future research recommendations and how the given construct can be used in practice There are two additional features that make this book unique first each chapter provides a nomological network figure of the workplace psychological construct addressed and second each chapter provides one or more of the current measures used to assess the construct of interest *Essentials of Job Attitudes and Other Workplace Psychological Constructs* is an ideal text for students and professionals in industrial organizational psychology organizational behavior and human resource management

**Organizational Behavior** Stephen P. Robbins, Tim Judge, 2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills

*Introduction to Industrial/Organizational Psychology* Ronald E. Riggio, 2017-09-19 *Introduction to Industrial Organizational Psychology* provides an accessible approach to psychological theory and its applications to the world of work Using both classic theories and research along with the latest developments and innovations this student centered text shows practical applications of theoretical concepts using examples from work situations that students may be familiar with such as service industries internet companies and startups in addition to traditional office and factory work settings Each chapter includes key terms and review questions and the text features special sections highlighting applications of I O psychology theories psychological approaches to everyday work situations and current areas of research and practice The seventh edition is thoroughly

updated to include the latest research on each key topic It also includes expanded coverage of international issues job engagement and emerging topics in the field such as workplace bullying virtual teams and organizations agile organization structures and web based training and assessment The book will be of interest to undergraduate students in introductory I O psychology or psychology of work behavior courses For additional resources please consult the Companion Website at [www.routledge.com/cw/riggio](http://www.routledge.com/cw/riggio) where instructors will find an expanded instructor s manual test bank and lecture slides and students will find chapter summaries and learning objectives Ronald E Riggio is the Henry R Kravis Professor of Leadership and Organizational Psychology at Claremont McKenna College He has published nearly two dozen authored or edited books and more than 150 articles and book chapters Organizational Behavior in Health Care Nancy Borkowski,2011

Organizational Behavior in Health Care was written to assist those who are on the frontline of the industry everyday healthcare managers who must motivate and lead very diverse populations in a constantly changing environment Designed for graduate level study this book introduces the reader to the behavioral science literature relevant to the study of individual and group behavior specifically in healthcare organizational settings Using an applied focus it provides a clear and concise overview of the essential topics in organizational behavior from the healthcare manager s perspective Organizational Behavior in Health Care examines the many aspects of organizational behavior such as individuals perceptions and attitudes diversity communication motivation leadership power stress conflict management negotiation models group dynamics team building and managing organizational change Each chapter contains learning objectives summaries case studies or other types of activities such as self assessment exercises or evaluation **Psychologie der internen**

**Organisationskommunikation** Michaela Maier, Frank M. Schneider, Andrea Retzbach, 2012-07-09 Interne Kommunikation ist ein wichtiger Faktor f r den Erfolg von Organisationen und f r das Wohlbefinden ihrer Mitglieder Das Buch beleuchtet dieses interdisziplin re Forschungs und Anwendungsfeld aus einer bisher vernachl ssigten psychologischen Perspektive Im Vordergrund stehen dabei die Fragen welche Organisationsziele mit interner Kommunikation erreicht werden sollen und welche Rolle dabei das Erleben und Verhalten der Organisationsmitglieder spielt die an den kommunikativen Prozessen beteiligt sind Ein entsprechendes Wirkmodell der internen Kommunikation wird vorgestellt Daneben werden relevante Grundlagen aus Pers nlichkeitspsychologie Allgemeiner Psychologie P dagogischer Psychologie Sozial und Organisationspsychologie sowie Kommunikations und Medienpsychologie vermittelt Um die Interdisziplinarit t des Forschungs und Anwendungsfelds zu verdeutlichen enth lt das Buch au erdem kurze Einf hrungen in kommunikationswissenschaftliche betriebswirtschaftliche und soziologische Perspektiven sowie juristische Aspekte der internen Organisationskommunikation Der Leser erh lt dar ber hinaus einen komprimierten berblick ber Forschungsmethoden empirische Befunde sowie Einblicke in Arbeits und Berufsfelder Der Band gibt einen systematischen berblick ber den aktuellen Forschungsstand Gleichzeitig eignet er sich f r Studierende und Praktiker als Einstieg in

psychologische Grundlagen interner Organisationskommunikation      **Sociology of Work** Vicki Smith, 2013-05-16 The simple act of going to work every day is an integral part of all societies across the globe It is an ingrained social contract we all work to survive But it goes beyond physical survival Psychologists have equated losing a job with the trauma of divorce or a family death and enormous issues arise from financial panic to sinking self esteem Through work we build our self identity our lifestyle and our aspirations How did it come about that work dominates so many parts of our lives and our psyche This multi disciplinary encyclopedia covers curricular subjects that seek to address that question ranging from business and management to anthropology sociology social history psychology politics economics and health Features Benefits International and comparative coverage 335 signed entries A to Z fill 2 volumes in print and electronic formats Cross References and Suggestions for Further Readings guide readers to additional resources A Chronology provides students with historical perspective of the sociology of work In the electronic version the comprehensive Index combines with the Cross References and thematic Reader s Guide themes to provide robust search and browse capabilities      *Introduction to Industrial and Organizational Psychology* Ronald E. Riggio, 2015-07-17 Demonstrates the connection between psychological theory and application in the field of Industrial Organizational Psychology Introduction to Industrial Organizational Psychology is a student centered real world driven program designed and written with the student in mind giving examples and illustrations relevant to their world of work The sixth edition continues to be accessible to students while maintaining a comprehensive coverage of the classical and new topics With more student oriented features instructors will find this the most thoroughly referenced I O psychology and student accessible text on the market Learning Goals Upon completing this book readers will be able to Connect psychological theory in the field of industrial organizational psychology and apply the concepts to their everyday world of work Be familiar with classic theories and research along with the latest developments and innovations in the field Understand the overview of the world of work      **Handbook of Research on Human Factors in Contemporary Workforce Development** Christiansen, Bryan, Chandan, Harish C., 2017-03-24 The development of any organization is deeply connected with the influences of its employees By implementing new competencies in the workforce both the employees and the business overall can thrive The Handbook of Research on Human Factors in Contemporary Workforce Development is a pivotal source for the latest scholarly perspectives on social aspects and employee influences on modern business environments Including a range of topics such as gender diversity performance appraisal and job satisfaction this publication is an ideal reference for academics professionals students and practitioners seeking content on optimizing development in contemporary organizations      *The Committed Workforce* Yannis Markovits, 2012-12-21 Organizational commitment and job satisfaction are two interrelated work attitudes and the kind of relationship which is influenced by the economic sector and the type of employment Employees develop commitment profiles that relate differently to job satisfaction and its facets Furthermore individuals experience two different regulatory foci that relate to the forms of

organizational commitment and these foci develop into separable characters that moderate the commitment satisfaction relationship Since commitment predicts organizational citizenship behaviours and satisfaction relates to these behaviours then job satisfaction mediates the relationship between organizational commitment and organizational citizenship behaviours OCBs Study 1 investigates the research hypotheses based on the moderating role of the economic sector in relation to job satisfaction organizational commitment relationships especially in regard to the forms of commitment and the facets of satisfaction extrinsic satisfaction and intrinsic satisfaction Overall 618 employees successfully completed the questionnaires 258 from private sector companies and 360 from the public administration Then distinguishable organizational commitment profiles were developed and constructed from the forms or constructs of commitment Two different samples are used in Study 2 in order to test the relevant hypotheses 1 119 employees from the private sector and 476 from the public sector Study 3 uses the concept of regulatory focus where the two foci relate differently to forms of organizational commitment and these two states moderate the satisfaction commitment relationship furthermore individuals develop four separable regulatory focus characters based on the two major regulatory foci Moreover the moderating intervention is crucially influenced by the employment status of the individuals The research hypotheses developed in this part are tested through two samples of employees 258 working in the private sector and 263 in the public sector Study 4 examines the mediating role of job satisfaction on the organizational commitment organizational citizenship behaviours relationship It argues that job satisfaction mediates the relationship between the forms of commitment and OCBs and furthermore job satisfaction more strongly mediates the relationship between these forms and loyal boosterism one of the OCB dimensions The relevant hypotheses were tested through a combined sample of 646 employees equally drawn from the two sectors The results are discussed implications and contributions analyzed and limitations and recommendations for future research presented

**Encyclopaedia of Occupational Health and Safety: Hazards** Jeanne Mager Stellman,1998      **Proceedings of the 3rd International Conference on Management and Business (ICOMB 2024)** Alfiatul Maulida,Md. Mahmudul Alam,Mark Gabriel Wagan Aguilar,2025-04-30 This book is an open access Universitas Sarjanawiyata Tamansiswa proudly invites all students researchers lecturers and practitioners to participate in The 3rd International Conference on Management and Business ICoMB This hybrid conference is a part of an annual event called International Management Week IMW hosted by Management Study Program Faculty of Economics Universitas Sarjanawiyata Tamansiswa will be held in a hybrid manner on October 31st 2024 The conference theme is Greening Business Integrating Sustainability and Technology ICoMB aims to provide a venue for scholars to share their knowledge in the field of management and business related areas internationally through research and best practice outcomes presentation to promote learning from each other by exchanging insights and strengthening the network      Organizational Psychology and Organizational Behavior Steve M. Jex,Thomas W. Britt,Cynthia A. Thompson,2024-04-23 An integrated perspective on organizational psychology and



organizational behavior Organizational Psychology and Organizational Behavior is a major revision of the well regarded textbook whose previous title was Organizational Psychology A Scientist Practitioner Approach This new edition offers a comprehensive overview organizational science drawing insights from the closely aligned fields of organizational psychology and organizational behavior Appropriate as a textbook for introductory courses in either field this engaging and readable book encourages students to think actively about the material providing numerous features to connect concepts to real world people situations and challenges In this Fourth Edition the authors introduce coverage of diversity and inclusion as well as climate change and environmental sustainability They have also streamlined the text moving detail into appendices where appropriate to further promote student engagement Organizational Psychology and Organizational Behavior also covers Data collection and analysis methods along with a discussion of research ethics Strategies for managing the work life interface and promoting employee wellbeing Methods for promoting productive workplace behavior and addressing counterproductive behavior Leadership organizational culture and other precursors to job satisfaction and employee motivation By identifying how behaviors and attitudes can be influenced by hiring practices leadership strategies and beyond Organizational Psychology and Organizational Behavior offers a comprehensive guide to the theory and application of behavioral science in the workplace

*Oxford Handbook of Positive Psychology and Work* P. Alex Linley, Susan Harrington, Nicola Garcea, 2010 Part of the Oxford Library of Psychology the Oxford Handbook of Positive Psychology and Work examines what positive psychology offers to our understanding of key issues in working life today Drawing on the disparate literatures from positive psychology management I O psychology and human resources the volume begins with a consideration of the changing world of work that sets the context for the rest of the book and then moves into a specific consideration of work issues from the perspective of positive psychology Chapters focus on such topics as strengths leadership human resource management employee engagement communications well being and work life balance The volume will be a core resource for both researchers and practitioners interested in the application of positive psychology to work

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## **Table of Contents Relationship Between Job Satisfaction And Job Performance**

1. Understanding the eBook Relationship Between Job Satisfaction And Job Performance
  - The Rise of Digital Reading Relationship Between Job Satisfaction And Job Performance
  - Advantages of eBooks Over Traditional Books
2. Identifying Relationship Between Job Satisfaction And Job Performance
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Relationship Between Job Satisfaction And Job Performance
  - User-Friendly Interface
4. Exploring eBook Recommendations from Relationship Between Job Satisfaction And Job Performance
  - Personalized Recommendations
  - Relationship Between Job Satisfaction And Job Performance User Reviews and Ratings
  - Relationship Between Job Satisfaction And Job Performance and Bestseller Lists
5. Accessing Relationship Between Job Satisfaction And Job Performance Free and Paid eBooks
  - Relationship Between Job Satisfaction And Job Performance Public Domain eBooks
  - Relationship Between Job Satisfaction And Job Performance eBook Subscription Services
  - Relationship Between Job Satisfaction And Job Performance Budget-Friendly Options

6. Navigating Relationship Between Job Satisfaction And Job Performance eBook Formats
  - ePub, PDF, MOBI, and More
  - Relationship Between Job Satisfaction And Job Performance Compatibility with Devices
  - Relationship Between Job Satisfaction And Job Performance Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Relationship Between Job Satisfaction And Job Performance
  - Highlighting and Note-Taking Relationship Between Job Satisfaction And Job Performance
  - Interactive Elements Relationship Between Job Satisfaction And Job Performance
8. Staying Engaged with Relationship Between Job Satisfaction And Job Performance
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Relationship Between Job Satisfaction And Job Performance
9. Balancing eBooks and Physical Books Relationship Between Job Satisfaction And Job Performance
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Relationship Between Job Satisfaction And Job Performance
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Relationship Between Job Satisfaction And Job Performance
  - Setting Reading Goals Relationship Between Job Satisfaction And Job Performance
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Relationship Between Job Satisfaction And Job Performance
  - Fact-Checking eBook Content of Relationship Between Job Satisfaction And Job Performance
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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