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International **Journal of Science, Technology** & Management ISSN: <https://ijstm.inarah>  
The Moderating **Effect of Job Satisfaction** to Work Motivation and Employees' Performance Table 2 Abdul Majid 1\* , 2 , Elvina Assadam 3 , Devi Febrianti 4 1,2,3, Faculty of Economics asitas Muhammadiyah Lamongan, L \* Correspon Email: majidum Abstract . Work and have believed directly to performance.

two are to decrease increase level performance, many an employee meet an with terms. with may motivated show their performance working, consequently company performance organization all. study to job satisfaction moderating effect work on performance. research a research by means a research.

population this were employees Hotel Batu, that sampling total sampling Descriptive and regression used data The show work has effect employee work and have a and effect employee and satisfaction the of motivation employee performance Keywords: work satisfaction, work motivation, employee performance I. INTRODUCTION Performance improvement issomething that desired both and all employees.

Employers want their employees' performance to be good for the benefit of work and profits. the hand, have interest in self-development from job promotion. There are many **factors that can affect employee** employee The that performance to Mathis Jackson are ability, support encouragement received, existence the done the with organization company.

(2012)states employee is level achievement a job on requirements work which the expected a job be and to compared with the goals or targets to be achieved or reached. Running company the sector required continue make improvements various especially

the resources One the companies engaged services is located at J 550 **International Journal of Science, Technology & Management** ISSN: <https://ijstm.inarah> Batu The was in with strategic on side the road Batu which the location a and Hotel Paradise rooms a of rooms employees a of 45 Hotel Paradise its classes five namely juna, exclusive, and The at hotel also into several the and and the office department.

Performance is only by but influenced the of satisfaction, satisfaction supervision also a correlation motivation a provides and workers sharing to job Job satisfaction an or response various of person's (Kreitner, & 2014). job can seen a of and that deserve job in accordance work work and the of leader and the There some studies to research.

(2019) explains job can the of motivation employee performance. and research also that satisfaction mediates improving company Not research, Nadhiroh concludes company is it also to company work motivation, not only work motivation but job satisfaction as well, and it becomes a improving company performance.

Riskayani (shares the results of his research that job satisfaction can mediate employee performance. II. Work Motivation Motivation "an need an that to met that employee can adapt environment". Motivation can move able to achieve (Mangkunegara, Employee will if is morale employees that arises company provide motivation and both and According Wibowo (2015) one of tor determinants of a behavior otivation to achieve goals (2015) An expertise in directing employees companies want work so the of employees company are at same Motivation energy **generate impulses in oneself**.

The expects who active have desire achieve optimal results, only and Motivation a of that individuals achieve things accordance individual goals. attitude provide to individuals behave 551 **International Journal of Science, Technology & Management** ISSN: <http://ijstm.inara> achieving For leader, is important in employee performance.

Work Satisfaction Job is an attitudes towards his to opportunities, with supervision feelings satisfaction with the 18). Job satisfaction r nature behavior. to (2014, 193) that satisfaction a emotional when carry their jobs. Mangkunegara states tjob is feeling supports does not support elated to ttheir condition. Employees will feel at if of job aspects themselves and versa these do support employees feel Robbins (2015, 149) give that measure satisfaction, rst, satisfaction salaries, want wage and policies they are unquestionable in with expectations. are said be if are on demands, kill and wage standards.

This is likely to result in employee satisfaction. Second is satisfaction with promotion. Satisfaction will be able to develop through promotions. A will be o the being or The

process promotion is or open also a level satisfaction. is with colleagues. will be when social with Colleagues are and can socially affect level satisfaction work. fourth satisfaction superiors.

A is who gives or in out The the leads behaves affect person's satisfaction. fifth satisfaction the itself. prefer that provide for to their and Less jobs create while jobs lead frustration feelings failure. In moderate challenging conditions, **most employees will experience** pleasure.

Employee Performance The performance from word Performance Actual Performance work or achieved a The definition performance performance) the and of achieved an in out duties accordance the responsibilities to Mangkunegara p. says definition performance "The results quality quantity by employee carrying his in with responsibilities to Performance to (2015)"output by or indicators a or profession a time". according 552 **International Journal of Science, Technology & Management** ISSN: <https://ijstm.inarah> Marthis a2006, 378)basically what or not done by employees". Performance can be against and performance. the cannot measured the cannot managed.

be to performance is to what current performance like. the of can measured the performance be According Wibowo p. the measurement be in way. the of how / the process results carrying the are to in of conformity the way carrying an or the desired an Second, looking the of labor: amount produced, in value, number units, the of cycles have completed.

with timeliness, far well **activity is completed, or the results produced, at the earliest desired time from the point of view of** with outputs maximizing available for activities. Hypothesis Development The framework the relation each which built to mquestions. This development is it for related the between for performance. also how asindependent contributes job and its as moderating to their influences employee Motivation relies the of Alderfer which of networking growing Robbins that including quantity, punctuality the theory employee performance. work is based the of Luthans which feeling on promotion, and about job.

the figure present design research framework. Fig Conceptual Framework 553 **International Journal of Science, Technology & Management** ISSN: <http://ijstm.inara> According Robbins Judge motivation the to something and the to to individual With these someone required be active active working, with who a motivation doing job, performance someone the company will increase and the company's targets can be achieved.

This is the effect of which one of the motivational factors that employee is motivational where motivation is a condition that moves a person to strive to achieve goals or achieve what they want. The of study in with (2015) Ghaffari Nazri Sandhu al Kuswati Ghaffari al who that triggers increase company This that company's will because the from the company. So that the hypothesis that can be proposed in this study: H1: Motivation has a significant effect on performance. The of conducted Noermijiti Primasari and (2016) that results motivation satisfaction a effect improving performance.

& research (2019) satisfaction a and effect employee Competence a and effect employee through job the significant positive influence performance is by satisfaction. results this are to research Aryanta al Pananrangin which explains results show that motivation and satisfaction have a positive and significant effect on performance. H2: Motivation and satisfaction have a significant effect on performance.

According Wibowo motivation a relationship performance and as correlation, because satisfaction supervision have significant with The of satisfaction caused work or so more workers get job Results research by & (2017); Sugama and (2018) that satisfaction an between on performance. results this are to the results Al-Musadieq al which that performance increasing though satisfaction the force companies increase. satisfaction a effect company performance.

So that the hypothesis that can be proposed is. H3: Satisfaction moderates the influence of motivation on performance. III. This research survey research, the the hotel and distributes to the needed researchers. sample this were employees Hotel Batu many 45 554 International Journal of Science, Technology & Management ISSN: <https://ijstm.inarah> respondents.

the was to target the instrument piloted 25 from hotel shared same characteristics. in study a scale giving questionnaire there five choices from agree strongly The used this is descriptive to describe the data obtained in the field and using moderation regression analysis. IV.

Descriptive Statistics The descriptive of motivation Hotel Batu an average of which in high This imply work motivation hotels high, it based high for / wages, safety protection, with superiors, potential development for employees. High motivation encourages employees to work better. The of statistical study a on job variable an value 143.2.

score the for sufficient condition indicates the quite with the work This that are satisfied the or financial provided, satisfied the for quite social with colleagues he quite with work

done, and quite satisfied with relationships with superiors. Furthermore, statistical results employee the value is and to low where low range from 81–116.

This means that employee performance in the three departments, they are the office housekeeping food beverage, low. performance indicated the in work, mismatch work quality, the of to the set the in serving guests. Moderation of Regression Analysis Moderated analysis used determine effect the variable the variable the variable.

this testing was conducted to analyze **the effect of employee** performance with job as moderating The variable the is interaction the variables, the of motivation and job satisfaction. The results of the test are: Table 1 . Analysis Moderation Test Result Variable Coefficient Regression t- count Sig Work Motivation (X) 1,823 8,414 0,000 Work Satisfaction (Z) 0,827 3,680 0,001 555 **International Journal of Science, Technology & Management** ISSN: <http://ijstm.inara> (X) \* (Z) 0,074 5,451 0,000 Constant 10,256 Adjusted R Square (R2) 0,683 Determine R2 0,714 Source: Primary data processed The of in study 0.714.

is, of performance variables are explained by work motivation variables, job satisfaction, and the between motivation job the 28.6% explained other of this value the of defines the rhe independent variable and the variable. table the of is while table this reaches 71.4%. increase the indicates the of moderating variable useful strengthening equation the between motivation and on is an increase in percentage of R2 20.7% the variable included in tcan be explained tjob satisfaction variable is moderator in **the relationship between work** motivation and employee performance. V.

Conclusion Work is way leaders influence behavior their to able work in work productively achieve organizational goals (Hasibuan, the results scale range a the motivation by Batu hotel high, high can encourage to good morale, of motivation are need existence, need establish the for Employee satisfaction an reaction the employee's on work Based the of scale analysis, satisfaction Batu Hotel in sufficient This means so employees been satisfied the given, promotional opportunities offered, cooperative colleagues, and feelings about work.

This shows employees of job its implementation quite because tend be to employees' to employees complete This also to the presented (Sutrisno, which that satisfaction because of the desired expectations and the felt by employees. The results of the scale range a a range. This means that employees are often pleting work. Front office employees performed poorly on service delivery, than 10 minutes office housekeeping also low performance 556 **International Journal of Science, Technology & Management** ISSN: <https://ijstm.inarah> room referring work cleaning room be before 20 minutes, but

this is not done according to the standards set.

This incident accordance finding that a visitor had a to front regarding delay cleaning room. time is hown employees of food beverage they are often late in serving food. This condition also supports what is described in the research The of test on linear testing show there a relationship work and performance, this relationship rthat higher work that is practiced at Batu Paradise Hotel, the higher the employee's performance will be.

The of study similar that Joseph's research, result is work has a and effect employee The ability practice motivation able monitor behavior he is employees will show work performance. test of linear analysis that simultaneously and variables of job a effect employee in Batu hotel. test in F results partially in t Increased motivation job will be by increaseemployee performance.

the this supported by results of oposed by & (2015); (2016); Adam Kamase which revealed that simultaneously the variables of work motivation and job **a positive and significant effect on employee performance. Based** the test the regression it that job moderates the effect employee performance. the moderating (the between motivation job variables) by of percentage the between motivation, satisfaction employee the of regression analysis 50.7%, when moderating was the increased to 70.4%. The of study a and influence job satisfaction on **influence of motivation on** Paradise Hotel.

that satisfaction to the between motivation employee If interaction work motivation job is the performance also increase. results this also research by & Noemijiti (2017); Otto (2018); and Al-Musadieq (2018). Recommendation Based the and the conclusions be First, results the statistical show employees Hotel Paradise have work employees Hotel Batu 557 **International Journal of Science, Technology & Management** ISSN: <http://ijstm.inara> sufficient satisfaction, employee at Paradise is The results moderation that motivation a effect employee at Paradise work and satisfaction simultaneously partially employee at Paradise Job motivation, satisfaction, the between motivation job satisfaction and affect performance Hotel Paradise And satisfaction the of motivation employee performance at Hotel Paradise Batu. REFERENCES [1] Adam, F &2019). Thempetence an to Satisfaction Perform InternationaScientific & , 8 (3), 132–140.

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