



**THE IMPACT OF EMPLOYEE JOB SATISFACTION TOWARD  
ORGANIZATIONAL PERFORMANCE**

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## **ABSTRACT**

Employee is the major role-player to ensure that organization's goals and objective is achieved. A productive employee can fully utilize all the resources that are allocated in the organization. Thus, it is crucial for the organization to identify the components that may enhance the employee's capabilities as well as to retain the best employees in the organization. Remuneration, quality of work and promotion support is the major predictors have been identified as the variables that influenced the employee job satisfaction toward organizational performance. Therefore, the purpose of this research is to determine the relationship how remuneration, quality of work and promotion can influence the employee job satisfaction toward organizational performance. This research used convenience sampling techniques to obtain the data from the respondents. The data from 92.91% out of 118 employees are collected then being evaluated by using Statistical Package for the Social Science (SPSS) Version 21 Software. The result from the multiple regression analysis has shown that the impact of employee satisfaction has a significant relationship toward organizational performance. Moreover, multiple regression analysis revealed that, promotion is found to be the most influential factor toward organizational performance.