

Analysis of Supervision and Competence on Enhance Performance to Employee Job Satisfaction at PT. East West Seed Indonesia.

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ABSTRACT

PT. East West Seed Indonesia is the largest company in the field of local vegetable seed production in Indonesia. The company has expertise in the development of seed production and create seeds of vegetables superior, have partners and employees who are ready and able to improve the company's performance, it's important for companies to be able to continue to pay attention and care about human resources, particularly employees have contributed to the success of the company by improving employee satisfaction will work. The aim of this research to determine the factors that affect job satisfaction of employees of PT. East West Seed performance as intervening variable. This research is an explanation using SEM analysis. The results show that the control effect directly and exhibited significantly to job satisfaction, competency direct effect and exhibited significantly to performance, then performance affects directly and significantly on employee job satisfaction, supervision no significant effect on performance but competence significantly influence the performance.

Key words: PT. East West Seed Indonesia, Supervision, Competence, Job satisfaction, Performance, SEM.