

FACTORS AFFECTING EMPLOYEE PERFORMANCE AND JOB SATISFACTION PT.GLORIA MANDIRI SEJAHTERA

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Abstract: This study aims to determine and analyze the effect of Mental Health, Incentives, Work Environment on Employee Performance and Job Satisfaction of PT Gloria Mandiri Sejahtera Pekanbaru. The population in this study were all employees of PT Gloria Mandiri Sejahtera Pekanbaru, which numbered 70 employees. Sampling using primary data selected based on certain criteria in accordance with the research objectives. Thus, the number of samples in this study were 70 respondents. The results of the research obtained by Mental Health has a significant effect on Employee Performance and has an effect on Job Satisfaction, Incentives have an effect on Employee Performance, Incentives have an insignificant effect on Job Satisfaction, Work Environment has an insignificant effect on Employee Performance and Work Environment has an insignificant effect on Job Satisfaction, Employee Performance has a significant effect on Job Satisfaction of PT. Gloria Mandiri Sejahtera Pekanbaru.

Keywords: Mental, Incentive, Environment, Performance, Satisfaction
