

## **ABSTRACT**

### **THE EFFECT OF JOB DESCRIPTION AND JOB SPECIFICATION ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS INTERVENING VARIABLES**

*(Research on Staff at PT Asia Tri Tunggal Jaya Tasikmalaya)*

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*The main purpose of this research is to determinate and analyze the effect of job description and job specification on employee performance through job satisfaction to staff at PT Asia Tri Tunggal Jaya Tasikmalaya. The research method used is a survey method with data obtained directly from the result of distributing questionnaires to 30 respondents who are staff at PT Asia Tri Tunggal Jaya Tasikmalaya. The sampling technique used the census method and the method of analysis used in this research was analysis of mediating variables (Sobel test). Based on the research results, it is known that job description and job specification influence on employee performance through job satisfaction on staff at PT Asia Tri Tunggal Jaya Tasikmalaya.*

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