

ABSTRACT

One aspect that needs to be considered by the company so that human resources have good performance is job satisfaction for employees, this study aims to determine employee job satisfaction at PT Alenatex Bandung. This research is a descriptive study with a quantitative approach. The variable in this study is employee job satisfaction. The population in this study were employees at PT Alenatex Bandung with a total of 80 people. The trial of the research instrument was carried out at PT Alenatex Bandung. Test the validity of using Product Moment correlation with the help of SPSS Version 23. Data collection techniques using questionnaires. Data analysis techniques using descriptive analysis techniques which are then percentage and categorized.

The results showed that the job satisfaction of PT Alenatex Bandung's employees was in the good category. The results of the analysis of employee job satisfaction based on the characteristics of respondents in terms of the characteristics of age, gender, last education, and length of work showed that there were significant differences. The results of the analysis of factors at PT Alenatex Bandung produced four factors in sequence based on the highest loading factors, namely: Social Factors at 98.8%, Physical Factors at 98.6%, Financial Factors at 94.7%, Psychological Factors at 92, 2%.

Keywords: Factor Analysis, Job Satisfaction, Human Resources