

ABSTRACT

The purpose of this research is to test the influences of person job fit, and leader member exchange on job satisfaction to impact employee performance. Using these variables, the usage of these variables are able to solve the arising problem within employees PT. Krakatau Steel.

The samples size of this research is 116 employees PT. Krakatau Steel. Using the Structural Equation Modeling (SEM). The results show that person job fit, and leader member exchange on job satisfaction to impact employee performance.

The effect of person job fit on job satisfaction are significant; the effect of person job fit on employee performance are significant; the effect of leader member exchange on job satisfaction are significant; the effect of leader member exchange on employee performance are significant; the effect of job satisfaction on employee performance are significant.

Keywords: *person job fit, leader member exchange, job satisfaction and employee performance.*