

ABSTRACT

The purpose of this research to explain how the variable of skill variety, task significance, task identity, autonomy and feedback toward the performance of Chevron Pacific Indonesia employee.

The data of this research were obtained by distributing the questionnaires to 40 Chevron Pacific Indonesia company department PG & T of Minas. The data tes technique in this research are instrument test (validity test, reliability test), classical asumption test (normality test, multicolinearity test, heteroscedasticity test), multilinear regression analysis, -test, F-test, coefisient of determination test using SPSS (Statistical Product and Service Solutions) 21.0 application.

The result shows that the skill variety, task significance, task identity, autonomy and feedback influence positively and significantly to the employee performance, variable used in this research is positive, meaning that skill variety, task significance, task identity, autonomy and feedback improving the performance of Chevron Pacific Indonesia Employee at the department PG & T of Minas. Value of determination coefficient or R square is 0,523, which means staff performance is affected by staff satisfaction and organizational commitment as 52,3 %.

Keyword : skill variety, task significance, task identity, autonomy, feedback, work performance