

ABSTRACT

The purpose of this research is to find out whether performance appraisal has impact on job satisfaction and work enthusiasm of PT. Pos Indonesia employees in Bondowoso and Banyuwangi. Appraisal in this research includes the method of appraisal used, factors used as appraisal bases, and the authoritative.

The research sample is 40 PT. Pos Indonesia (Persero) employees with a minimum level IIA working in Post Office Bondowoso and Banyuwangi. To measure the impact of performance appraisal on employees' job satisfaction and work enthusiasm, this research used path analysis with degree of significant (α) 5%.

The result shows that, on Post Office Bondowoso, appraisal method, appraisal factors, and the authoritative has no impact on employees' job satisfaction. Job satisfaction itself significantly influences employees' work enthusiasm. Likewise, performance appraisal consists of appraisal method, appraisal factors, and the authoritative partially has no impact on work enthusiasm of Post Office Bondowoso employees.

On Post Office Banyuwangi, appraisal method and the authoritative partially has no significant impact on job satisfaction, while appraisal factors significantly influences job satisfaction. Similar with result from Post Office Bondowoso, job satisfaction also significantly influences work enthusiasm of Post Office Banyuwangi employees. The analysis about to enthusiasm has proved that none of appraisal method, appraisal factors, and the authoritative significantly influences work enthusiasm of Post Office Banyuwangi employees.

It means that in this research there are another variable beside appraisal that influence job satisfaction and work enthusiasm of PT. Pos Indonesia (Persero) employees in Bondowoso and Banyuwangi.