

## ABSTRACT

Berlyno Julian Irwantoro  
(01801180001)

THE IMPACT OF EMPLOYEE CONTENTMENT AFFECTED BY MOTIVATION AND ORGANIZATION CONTEXT TOWARDS PERFORMANCE, JOB SATISFACTION, AND INTENTION TO STAY WITHIN THE DEVELOPER INDUSTRY IN THE JABODETABEK AREA OF INDONESIA.

This research aims to test previous theories and uses a research model based on Ismatilla Mardanov's (2020) research within the developer industry of Indonesia. The primary variables analyzed in this research covers employee contentment, organization context, extrinsic motivation, intrinsic motivation, employee performance, job satisfaction, and the intention to stay. This research uses a sample of 104 respondents from various organizations within the developer industry of Indonesia. The data was then gathered and analyzed through the use of Smart PLS version 3.0 for testing. The purpose for analysis is to draw conclusions based on the hypothesis and the results from the administered online questionnaire to conclude whether the data holds its strength in Indonesia. The results show that there is a significant relationship between employee contentment influenced by organization context and extrinsic and intrinsic motivation towards job satisfaction, the intention to stay, and job performance. However, the data also shows that there is no significant relationship between job satisfaction influenced by employee contentment towards job performance and the intention to stay. This research wishes aid further research by being the foundation of analysis based on employee contentment, job performance, satisfaction, and intention to stay. The limitations found in this research showed that the small sample size could result in varying outcomes. This research also only focuses on the Jabodetabek area of Indonesia, hence unable to generalize the result for Indonesia. Therefore, future research should be done to analyze the impacts of employee contentment towards job performance, job satisfaction, and intention to stay in Indonesia.

Keywords: Employee Contentment, Organization Context, Motivation, Job Satisfaction, Performance, Intention to Stay.