

ABSTRACT

The Effect of Organizational Commitment on Employee Performance With Job Satisfaction as an Intervening Variable At PT. BPR Insumo Sumberarto Kediri

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This study aims to obtain results and conclusions regarding the effect of organizational commitment on employee performance with mediation of job satisfaction as an intervening variable at PT BPR Insumo Sumberarto Kediri. Quantitative descriptive research method is the research used in this study where researchers use a questionnaire in the form of questions distributed to all employees who are respondents. The population in this study amounted to 60 respondents, all of which were used as samples so that this research is also called census research. In testing the results of respondent data to measure the effect of intervening variables, the path analysis method is used. The test results showed that commitment has a positive impact on job satisfaction. With a strong commitment, employees will be encouraged to give optimal effort to the company so as to achieve organizational goals. With the progress and consistency of employees in committing to the company, it will also increase employee performance.

Keywords: Organizational Commitment; Employee performance; Job satisfaction