ABSTRACT

The unoptimal achievement of performance results was thought to be caused by several things, such as organizational culture, organizational commitment and job satisfaction. Limited human resources in terms of quality and quantity. Based on this study, it was discovered that there were problems with the employee's satisfaction and performance, therefore research studies were needed.

The objectives are: to examine and analyze the positive influence between organizational culture, organizational commitment to job satisfaction. To test and analyze the positive influence of organizational culture, organizational commitment and job satisfaction on the performance of Bank Jateng employees in the Semarang Branch Office.

This study was developed using a five-hypotheses model that had been formulated. The sample in this study amounted to 141 employees of Bank Jateng, Semarang Coordinating Branch Office. The analytical tool used is Stuctural Equation Modeling (SEM) on the AMOS 21 program.

The results of SEM analysis have met the Goodness of Fit criteria, namely: chi-square of 97,349. Other indices such as CMIN / DF (0.667); GFI (0,932); AGFI (0,912); TLI (1,021); CFI (1,000) and RMSEA (0,000). The examination results of the proposed hypotheses are: Organizational culture has a positive and significant effect on job satisfaction. Organizational commitment has a positive and significant effect on job satisfaction. Organizational culture has a positive and significant effect on the performance of employee. Organizational commitment has a positive and significant effect on the performance of employee. And job satisfaction has a positive and significant effect on the performance of employee.

Keywords : Organizational culture, organizational commitment, job satisfaction, the performance of employee.

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