

ABSTRACT

The Effect of Employee Engagement, Organizational Culture, Organizational Commitment on Employee Performance of Bandar Lampung City Bkad with Job Satisfaction as a Moderating Variable

By

Waryati, S.Sos.

This study aims to examine the effect of employee involvement, organizational culture, organizational commitment on the performance of bkad employees in the city of bandar lampung with job satisfaction as a moderating variable. This type of *research* is *explanatory* research which explains the causal relationship between variables through testing previously formulated hypotheses. Sampling in this study using saturated sampling with the number of samples in this study were 104 ASN employees of BKAD Bandar Lampung City. Data analysis in this study used SEM PLS. The results of this study indicate that Employee Involvement (X1) affects the Performance (Y) of BKAD Employees of Bandar Lampung City. Organizational Culture (X2) affects the Performance (Y) of BKAD Employees of Bandar Lampung City. Organizational Commitment (X3) affects the Performance (Y) of BKAD Employees of Bandar Lampung City. Satisfaction (M) affects the performance (Y) of BKAD employees of Bandar Lampung City. There is an effect of Employee Involvement (X1) on Performance (Y) with Satisfaction as a Moderating Variable for BKAD Employees of Bandar Lampung City. There is an effect of Organizational Culture (X2) on Performance (Y) with Satisfaction as a Moderating Variable for BKAD Employees of Bandar Lampung City. There is an effect of Organizational Commitment (X3) on Performance (Y) with Satisfaction as the Moderating Variable of BKAD Employees of Bandar Lampung City.

Keywords: Employee Engagement, Organizational Culture, Organizational Commitment, Performance Job Satisfaction

ABSTRACT