

## **ABSTRAK**

### **Meningkatkan Kinerja Karyawan Perum Bulog Divre Lampung Melalui Motivasi Kerja ,Kepuasan Kerja dan Komitmen Organisasi**

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Penelitian ini bertujuan untuk menjelaskan dan menguji secara empiris pengaruh Motivasi Kerja, Kepuasan kerja dan Komitmen organisasi terhadap kinerja karyawan Perum Bulog Divre Lampung. Metode pengumpulan data menggunakan observasi lapangan, dan wawancara. Sampel dalam penelitian ini adalah 57 responden karyawan dengan metode teknik sampling jenuh. Metode analisis data yang digunakan adalah analisis deskriptif kuantitatif. Alat analisis yang digunakan adalah Regresi Linear Berganda. Hasil Penelitian menyatakan bahwa secara simultan variabel Motivasi kerja, Kepuasan kerja dan Komitmen organisasi terhadap kinerja karyawan Perum Bulog Divre Lampung. Motivasi kerja berpengaruh signifikan terhadap kinerja pada karyawan Perum Bulog Divre Lampung, kepuasan kerja berpengaruh signifikan terhadap kinerja pada karyawan Perum Bulog Divre Lampung, sedangkan Komitmen kerja tidak berpengaruh signifikan terhadap kinerja pada karyawan Perum Bulog Divre Lampung

**Kata Kunci :** Motivasi Kerja, Kepuasan Kerja, Komitmen Organisasi, Kinerja Karyawan.

## **ABSTRACT**

### **THE IMPROVING OF EMPLOYEE PERFORMANCE ON PUBLIC CORPORATION OF INDONESIAN NATIONAL LOGISTIC AGENCY (PERUM BULOG) DIVRE LAMPUNG THROUGH WORK MOTIVATION, JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT**

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The purpose of the study was to explain and test empirically the effect of work motivation, job satisfaction, and organizational commitment on the employee performance in Public Corporation of Indonesian National Logistic Agency (PERUM BULOG) Divre Lampung. The data collection method used field observations and interviews. The sample in this study was 57 employee respondents determined by using a saturated sampling technique. The data analysis method in the study used quantitative descriptive analysis. The analytical tool used multiple linear regression. The result of the study stated that simultaneously the variables work motivation, job satisfaction, and organizational commitment affected the employee performance in Public Corporation of Indonesian National Logistic Agency (PERUM BULOG) Divre Lampung. Work motivation had a significant effect on the employee performance in Public Corporation of Indonesian National Logistic Agency (PERUM BULOG) Divre Lampung, job satisfaction had a significant effect on the employee performance in Public Corporation of Indonesian National Logistic Agency (PERUM BULOG) Divre Lampung. Whereas, work commitment did not have a significant effect on the employee performance in Public Corporation of Indonesian National Logistic Agency (PERUM BULOG) Divre Lampung.

**Keywords:** *Work Motivation, Job Satisfaction, Organizational Commitment, Employee Performance*