

ABSTRACT

EFFECT OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE IN PT. BPR FAJAR WARAPASTIKA WAY JEPARA

By:

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PT. BPR Fajar Warapastika is a Conventional People's Credit Bank. It was founded in 1992. The address is at Lintas Timur Sumatera St., Labuhan Ratu Satu Village, Kec. Way Jepara, Kab. East Lampung. The problem in this research was the employee performance of the partners of PT. BPR Fajar Warapastika Way Jepara. The purpose of this study was to determine the effect of Job Satisfaction and Organizational Commitment on Employee Performance in PT. BPR Fajar Warapastika. This type of research was quantitative associative. This type of research aimed to determine the relationship between two or more variables. The sampling technique in this study used saturated samples with all employees of PT. BPR Fajar Warapastika for a population it obtained 38 employees. The data analysis method used multiple linear regression. The results of this study found that partial hypothesis testing that job satisfaction had a significant effect on employee performance and organizational commitment also had a significant effect on employee performance at PT. BPR Fajar Warapastika. Furthermore, simultaneous testing that job satisfaction and organizational commitment had a significant effect on employee performance at PT. BPR Fajar Warapastika.

Keywords: Job Satisfaction, Organizational Commitment, Performance

