

## ABSTRACT

Rakhmat Fajar Hidayat. 2015. THESIS. Title : "Organizational Commiment as Intervening Variable in Mediating The Effect of Job Satisfaction on Employee Performance at Center of Islamic Cooperation (Puskopsyah) Alkamil East Java"

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This study was conducted at the Center of Islamic Cooperation (Puskopsyah) Alkamil East Java. This study aims to determine the effect of job satisfaction on employee performance, both directly and indirectly through organizational commitment.

The study population was 22 employees, because it uses a sampling saturated then all employees in the population being sampled is numbered 22 respondents. Data are collected directly from respondents with a questionnaire. This is explanatory research. Data analysis technique used is the technique of path analysis.

Statistical test results and field observations indicate that job satisfaction variables affect the organizational commitment variables ( $p = 0.000 < 0.05$ ), job satisfaction variables does not affect on employee performance variables ( $p = 0.052 > 0.05$ ), and organizational commitment variables does not affect on employee performance variables ( $p = 0.336 > 0.05$ ). With path analysis can be concluded that job satisfaction has no direct influence on employee performance and job satisfaction does not affect indirectly on employee performance through organizational commitment.