

ABSTRACT

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Author : Dr. Hj. Ilfi Nurdiana, S.Ag., M.Si

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Purpose of this study was to examine Organizational Commitment As Mediation Variables Impact Job Satisfaction Of Citizens With Organizational Behavior (OCB) Employees Remains The Administration's UIN Maliki Malang.

This research is explanatory research (descriptive research). The sampling technique stratified random sampling on employee UIN Maliki as many as 53 employees. Researchers used a questionnaire as a data collection tool. While the data analysis techniques used are GSCA analysis techniques.

In view of the results of structural analysis of the model in the GSCA directly influence job satisfaction variables on employee commitment value of 0.300 was obtained with a value of $2.54 * CR > 1.96$. Because $p\text{-value} < 5\%$, then there is enough empirical evidence to accept the hypothesis that job satisfaction directly influence employee commitment. The results of structural analysis of the model in the GSCA direct effect on OCB commitment variable values obtained with the 0.615 CR value of $5.74 * > 1.96$. Because $p\text{-value} < 5\%$, then there is enough empirical evidence to accept the hypothesis that the commitment directly influence OCB. The results of structural analysis of the model in the GSCA directly influence job satisfaction on OCB variable values obtained with the value of CR 0.278 at $1.31 < 1.96$. Because $p\text{-value} > 5\%$, then there is not enough empirical evidence to accept the hypothesis that job satisfaction directly influence the performance of the employee. Mean organizational commitment as mediating variables influence job satisfaction on OCB.