

## ABSTRACT

The research was done on the basis of difference of research view/research gap the influence professional commitment to job performance is through organizational commitment and job satisfaction by the research object of operational staff of product division in PT. Golden Flower Ungaran. The problem which raised within the research is a turn over level or employees transfer of operational staff of product division.

Sampling is done by using purposive sampling method. Research sample that used is 190 operational staffs of product division of PT. Golden Flower. The way in spreading of questionnaire was done by direct interview to respondents after get permission from PT. Golden Flower management. In analyzing research data of respondents' responses is used Structural Equation Modeling or SEM so that being expected would be obtained indicators model-fitted.

Data analysis result is demonstrating professional commitment have an effect on positive and significant for organizational commitment, the organizational commitment have an effect on positif and significant for job performance, organizational commitment have an effect on positive and significant for job satisfaction, professional commitment have an effect on positive and significant for job satisfaction, and job satisfaction have an effect on positive and significant for job performance. The research result was also demonstrating that the most dominant variable the effect of job performance is organizational commitment variable (0.21) and then followed with the variable of job satisfaction (0.20). Eventually, these both variables would enhance the employee performance thoroughly.

**Keywords:** Professional commitment, organizational commitment, job satisfaction and job performance.