

Abstract

Previous researches have shown controversial result about job satisfaction to organizational commitment relationship, and job satisfaction and organizational commitment to job performance relationship. The purpose of this study is to examine the relationship between job satisfaction, organizational commitment, and job performance of nurses in RSUD Tugurejo Semarang.

The questionnaires were sent to 130 nurses. Path analysis revealed positive relationship existed between the dependent variables and the independent variables. Moreover, organizational commitment mediates the relationship between job satisfaction and job performance. Based on total R^2 determination, model in this study can be accepted.

This study has several limitations. First, the data collected in public hospital; therefore, its results cannot be generalized. Second, difficulty in collecting some data types. Third, there was a great rotation on all sectors in this hospital that could affect the respondent's answers. Future research may be directed to other objective measurement and use broader object.

Key words: job performance, job satisfaction, organizational commitment, nurses, hospital