

ABSTRACT

This study explores and assesses how job satisfaction influences employee performance, while also considering the mediating roles of organizational commitment and OCB in linking the examined variables. The analysis involved 65 employees of PT Jamkrida Jakarta (Perseroda), using a quantitative research design supported by survey questionnaires and SEM-PLS analytical methods. Findings suggest that job satisfaction has both a direct and indirect impact on performance through organizational commitment. In contrast, OCB does not serve as a significant mediator in this relationship. These results highlight the need to improve job satisfaction, reinforce organizational commitment, and cultivate extra-role behaviors to enhance employee effectiveness.

Keywords: *Job Satisfaction, Employee Performance, Organizational Commitment, Organizational Citizenship Behavior*