

ABSTRACT

This research is motivated by the research gap from previous studies, and it is known that there is a decline in the employee job satisfaction. This research aims to analyze the influence of internal CSR and external CSR on job satisfaction, with organizational commitment as intervening variable.

Data collected from population amounted to 92 employees with sampling using total sampling amounted to 92 respondents who work as employee at PT. Phapros, Tbk in section of accounting, finance, CSR, HRD and general, and risk management. Analysis of the data in this study using multiple linear regression techniques, and sobel test, to test the mediating effect, using SPSS program.

The results showed, Internal CSR variabel positively affect on employee job satisfaction. Eksternal CSR has no effect on employee job satisfaction.

Keyword: CSR Internal, CSR Eksternal, employee job satisfaction