

## **ABSTRACT**

*A company, especially State – Owned Enterprise which runs business activities is currently in a tight competition. It is getting faster and faster to encourage companies to improve their performance in order to survive and grow. Fluctuating phenomenon of employee performance level in State – Owned Enterprise in Oil and Gas Field of Cepu indicated that the employee's performance has not been maximized. Organizational culture and organizational commitment are factors that can improve employee performance and contribute success to the organization. The purpose of this study is to examine and analyze : the influence of organizational culture and organizational commitment on job satisfaction, the influence of organizational culture and organizational commitment on employee performance, the influence of organizational culture and organizational commitment on employee performance with job satisfaction as intervening variable.*

*Data collecting method that used in this study is spreading questionnaires using census method. The sample of this study is employees of State – Owned Enterprise in Oil and Gas Field Cepu as many as 60 employees. Data analysis method used is multiple linear regression analysis. Data testing techniques that used in this study are validity test, reliability test, classical assumption test, path analysis, t test, f test, coefficient of determination test, and test of sobel to test the mediation effect.*

*Keywords : organizational culture, organizational commitment, job satisfaction, and employee performance.*