

## **ABSTRACT**

*Employee's performance can be measured through job satisfaction and organizational commitment.*

*The Purpose of the research is to describe how the variables influence job satisfaction and organizational commitment to employee performance of office Perum Perumnas Regional 5 Semarang and to determine which variables are the dominant influences between the two variables.*

*The population is every employee of office Perum Perumnas Regional 5 Semarang as much as 65 employees. If the population is less than or close to a 100, then the population can be used as samples so that makes this a population research Arikunto (2006:134). Sampling technique of this research is census, which is a technique of determining the sample when all the population is used as samples. Data-testing technique used in the research include instrument testing (validity test, reliability test), classic assumption test (normality test, multicollinearity, heteroscedasticity test) multiple regression analysis, F-test, t-test, and coefficient of determination test (R<sup>2</sup>) by using SPSS 16 application.*

*The result shows that the work satisfaction and organizational commitment influence positively and significantly to the employee performance. Value of determination coefficient or R square is 0,892, which means staff performance is affected by staff satisfaction and organizational commitment as 89,2%.*

*Keyword : work satisfaction , organizational commitment , work performance*