

ABSTRACT

Employee's performance can be measured through job satisfaction and organizational commitment. An employee in carrying out the work at a company that has a very basic problem in which an employee with one another will not be the same level of job satisfaction and commitment possessed. Job satisfaction and organizational commitment are strong in the individual will cause the individual to work hard to achieve goals that have been defined previously. Employees who have job satisfaction and commitment will be trying to do the best for the organization.

This research was conducted at the Regional Water Company (PDAM) Cirebon. The purpose of this study is to explain how the variables influence job satisfaction and organizational commitment to employee performance Regional Water Company (PDAM) Cirebon. And to determine which variables are the dominant influence between two variables of job satisfaction and organizational commitment to employee performance employee Regional Water Company (PDAM) Cirebon

Methods of data collection in this study was through a questionnaire distributed to 72 employees. Engineering test data used in this study includes testing instruments (test validity, test reliability), the classic assumption test (test for normality, multicollinearity test, test heterokedastisitas), multiple linear regression analysis, t-Tests, Test F and Test coefficient of determination (R²) by using SPSS 16.

The result shows that the work satisfaction and organizational commitment influence positively and significantly to the employee performance, variables used in this research give positive response, meaning the work satisfaction and organizational commitment improving the performance to Local Water Company of Cirebon City employee. Value of determination coefficient or R square is 0,465, which means staff performance is affected by staff satisfaction and organizational commitment as 46,5%.

Keyword : work satisfaction , organizational commitment , work performance