

ABSTRACT

This study aimed to analyze the influence of affective commitment, sustainability commitment, normative commitment on job satisfaction and job satisfaction influences on employee performance.

The sample used in this study were employees of Bank OCBC NISP Branch Semarang. The method used in this sampling is purposive sampling, with a total sample of 120 people. Primary data were collected by questionnaire, while secondary data collection was conducted by literature and the internet. Data analysis techniques used in this study is the structural equation model (Equation Model Stuctural = SEM) using AMOS 5 program assistance.

The results of the testing of the hypothesis, suggesting that variable: Affective Commitment positive effect on job satisfaction. That is the better of affective commitment, it will improve a job satisfaction. Commitment continuants positive effect on job satisfaction. This means that the better of commitment continuants, it will improve job satisfaction. Normative commitment positively to job satisfaction. That is the better of normative commitment, it will improve job satisfaction. Job satisfaction is a positive influence on employee performance. That is the better of a job satisfaction, it will improve a employee performance

Keywords: affective commitment, continuants commitment, normative commitment, job satisfaction, influence job satisfaction and employee performance