

ABSTRACT

The purpose of this study is to analyze the influence of organizational culture, job satisfaction, and organizational commitment on employee performance. The object of research in this study is PT. Sido Muncul Kaligawe Semarang.

Data are collected through self administered questionnaire completed by 127 respondents with census method and the model is tested through Structural Equation Modeling (SEM). The measurement of exogenous and endogenous constructs are tested using confirmatory factor analysis, and the result shows that the Goodness-of-Fit test of full model is in the range of expected values.

The findings of this study prove and give conclusions as following: (1) organizational culture has positive and significant effect on job satisfaction, (2) organizational culture has positive and significant effect on organizational commitment, (3) job satisfaction has positive and significant effect on organizational commitment, (4) organizational commitment has positive and significant effect on employee performance, (5) organizational culture has positive and significant effect on employee performance, and (6) job satisfaction has positive and significant effect on employee performance.

Key word: Organizational Culture, Job Satisfaction, Commitment Organizational, and Employee Performance