

ABSTRACT

This research has been done as one of solution to answer the problem that has been formulated in this research, which is to research if there is an influence of Organizational behavior towards employee's job motivation and satisfaction, and employee's job performance at gas station in Salatiga.

In this research, the respondents are gas station's employees in Salatiga who have one year working period, and has been done the training and internship hour, which amount 178 employee as the respondents. Data collecting method in this research is using questionnaire method. Then all collected data will be analyzed by using analytical tool, Structural Equation Modeling (SEM).

The hypothesis result of Structural Equation Modeling (SEM) shows that Organizational behavior has positive and significant influence towards job motivation, Organizational behavior has positive but not significant influence towards job satisfaction, job motivation has positive and significant influence towards job satisfaction, Organizational behavior has positive but not significant influence towards employee's job performance, job motivation has positive and significant influence towards employee's job performance, job satisfaction has positive and significant influence towards employee's job performance.

Key words: *Organizational behavior, job motivation, job satisfaction, employee's job performance.*