

ABSTRACT

This study was conducted at the Department of Transportation, Communications and Information (Dinhubkominfo) Pekalongan Regency which is one government agency. One of the indicators used to determine the employee's performance problems is the reporting data of the levy. The data collection about employee performance showed that one of the key performance indicators Dinhubkominfo of Pekalongan Regency i.e. Parking service levy in six UPT service has not been able to meet the targets set. Based on the above description of the performance problem found in Dinhubkominfo of Pekalongan Regency and the influencing factors, therefore it is necessary to conduct a research on the influence of organizational culture and job satisfaction on employee performance with organizational commitment as a mediating variable.

Data of organizational culture, job satisfaction, organizational commitment, and employee performance is obtained through interviews using questionnaires with 104 respondents who are employees of Dinhubkominfo Pekalongan. The data obtained were then analyzed using Structural Equation Modeling analysis techniques (SEM) to test the hypothesis proposed in this study.

The test results using SEM showed that the research model is fit with the population estimates. While the results of hypothesis testing found that the organizational culture and job satisfaction has a positive and significant impact on organizational commitment and organizational culture, job satisfaction and organizational commitment as predictors for employee performance.

Keywords : organizational culture, job satisfaction, organizational commitment, and performance