

ABSTRACT

This study aims to determine the effect of job satisfaction on employee performance with organizational commitment and OCB as intervening variable at the Cabinet Secretariat.

The research sample is 87 people who are internal employees of the Cabinet Secretariat, which is a Civil Servant. Data analysis technique used is regression analysis with Sobel test.

Based on the results of the discussion in the previous section, it can be drawn conclusion as follows: There is a significant influence between employee job satisfaction on employee organizational commitment at Cabinet Secretariat. The higher job satisfaction will increase the organization's commitment. There is a significant influence between employee job satisfaction on OCB employees at Cabinet Secretariat. This means that the higher job satisfaction of employees at the Cabinet Secretariat will further increase the OCB employees at Cabinet Secretariat. There is no significant influence between organizational commitment on OCB at Cabinet Secretariat. So high or low organizational commitment has no impact on OCB employees. There is a significant influence between employee job satisfaction on employee performance at Cabinet Secretariat. So the higher job satisfaction will improve employee performance. There is no significant influence between employee organizational commitment on employee performance at Cabinet Secretariat. So the high level of organizational commitment has no impact on employee performance. There is a significant influence between OCB on employee performance at Cabinet Secretariat. This means that the higher OCB employees in the Cabinet Secretariat will improve employee performance at the Cabinet Secretariat.

Keywords: job satisfaction, organizational commitment, OCB, employee performance, regression analysis, Sobel test, Cabinet secretariat.