

ABSTRACT

The problem developed in this research is how to increase lecturer performance. There were several researches related these three variables (organizational culture, communication, and organizational commitment) to performance had produced the consistent conclusions. The objective of this research are analyzing the influence of organizational culture and communication to organizational commitment and then the influence of organizational commitment to performance.

The population of this research is all lecturer of UDINUS, the amount is 165 lecturers. This research use Structural Equation Modeling (SEM) under AMOS as analytical tools.

Based on the result of this research the managerial implications concluded are organizational commitment is dominant factor influencing performance. This result proves the important of organizational commitment to increase performance. This result gives important implication to UDINUS to increase lecturer commitment to organization.

Keywords; Performance, organization commitment, organizational culture, communication