

ABSTRACT

This study is purposed to analyze the performance of outsourcing employees PT. Semeru Karya Buana Semarang . Job satisfaction and motivation are used as the independent variables in order to analyze it. This study is also used organizational commitment as the intervening variabel to measure how high the outsourcing employee's commitment levels to the company.

The population of this study are all the outsourcing employees PT. Semeru Karya Buana from all company division having whether less than a year or more than a year job contracts. The population numbers are 100 employees who work in production division (log and packing), assembling, and quality control. Sensus method is used in this study by giving the questioners to all population. The collected data used questioners method by giving questions list directly to the respondents. The analysis data technique in this study use SEM analysis which is operate by AMOS 7 program.

The results of this study show that job satisfaction is positively influence to the organization commitment. But, motivation has insignificant positive impact to organizational commitment. Further more, both job satisfaction and motivation have significant positive influence to the employee performance. In the other hand, the correlation between organizational commitment is insignificant positive to the employee performance.

Keywords: *Employee Performance, Organizational Commitment, Job Commitment, Motivation, Outsourcing Employee*