

ABSTRACT

Empowerment want cause employee have to good performance,so employee must give contribution to organization growth higher. Several management expert to said, that empowerment want to give purpose for organization (Holosko et al., 2001). Empowermnet can to higher performance, beside creativity basicog inovation. Employee that have creativity always seek new methodes and cheep to product have good quality and be able to give customer satisfaction. Employee that creativity be able to make product inovativ to. So empowerment that of urgent to survive organization.

This study examines effect from empowerment, self efficacy, corporate culture to job satisfaction and job performance. Intake technique sample at this research is to using the proportional random smapling. Sample this research is equal to 161. Analitical tools of Structural Equation Modelling (SEM) has been involved to analyze the data.

Pursuant to result examination of the hypothesis done that seld efficacy have an effect on positive to job satisfaction and job performance, corporate culture have an effect on positive to job satisfaction and job performance. Beside empowerment haven't effect on positive to job satisfaction and job performance.

Keyword: *empowerment, self efficacy, organizational culture, job satisfaction, employee performance, Structural Equation Model (SEM)*