ABSTRACT

The Influence of Organizational Commitment and Organization Culture through Job Satisfaction and Performance of Permanent Lecturers on Private Universities Foundation in Riau Island Province

The study was done due to examine and analyze the influence of organizational commitment and organization culture through lecturers’ job satisfaction and performance. Job satisfaction is functioned as mediate and dependent variables. Lecturers’ performance is functioned as a dependent variable. There are two variables functioning as independent ones, namely, organizational commitment and organization culture.

The study found out that organizational commitment has no significant influenced to the job satisfaction, organization culture has significant influenced to the job satisfaction, organizational commitment and organization culture have no significant influenced to the performance, and job satisfaction has significant influenced to the performance.

The study used 123 permanent lecturers of University Foundation on Riau Island Province as the respondents and used cencus method. The data was collected by using questionaires and analyzed by Structural Equation Modeling (SEM) using AMOS 16 program.

Keywords: Organizational Commitment, Organization Culture, Job Satisfaction, and Lecturers’ Performance.