

ABSTRACT

Analysis on Influence of Organizational Commitment and Job Satisfaction upon Job Performance of the Employees of PT. PLN (Persero) Wilayah VII Suluttenggo di Manado

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The aim of this research is to analyze the influence of three organizational commitment dimensions : *affective commitment, continuance commitment, normative commitment*. And three *job satisfaction* dimensions : *recognition, compensation, supervision* either jointly or individually upon the *job performance* of the employees of PT. PLN (Persero) Wilayah VII Suluttenggo di Manado.

The sample of this research involved 72 employees are respondend, and 19 supervisor are only respondend. Data analysis is executed by using the multiple regressions applying the SPSS program of versions 11.0.

Outputs of the firts analysis indicate that the three organizational commitment consisting of *affective commitment, continuance commitment, normative commitment* variables jointly have the significant influence on the job performance. And individually, the *affective commitment* variable has positive and significant influence that it is dominant variable, but the *continuance commitment and normative commitment* variable have no influence upon the *job performance*.

The second analysis indicate that the three *job satisfaction* consisting of *recognition, compensation, supervision* variables jointly have the significant influence on the job performance. And individually, the *compensation and recognition* variables has positive and significant influence that *compensation* is dominant variable, but *supervision* variable have no influence upon the *job performance*.

Implications for the next research is to add the others variables (e.g, organization climate, commitment oriented work system and leadership behavior in defferene culture) that no analysis in this research. Based on this research, it is suggested that whoever conducts a further study expand the scope of analysis aspect (e.g. service and manufacture industries) to assess generalization model accurately.

Key Words: Organizational commitment, job satisfaction, job performance.