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ELECTRONIC THESIS AND DISSERTATION UNSYIAH

TITLE

PENGARUH KEPUASAN KERJA DAN IKLIM ORGANISASI TERHADAP KOMITMEN PEGAWAI DAN DAMPAKNYA PADA KINERJA PEGAWAI DINAS PENDAPATAN DAN KEKAYAAN ACEH

ABSTRACT

The purpose of this study was to determine: (1) job satisfaction, and organizational climate either simultaneously or partially on employee commitment (2) the effect of job satisfaction and organizational climate either simultaneously or partially on employee performance, (3) the effect of employee commitment to the performance of employees (4) indirectly influence job satisfaction and organizational climate to employee performance through employee commitment and Revenue Office of the Governor. This research was conducted at the Department of Revenue and the Governor. As for the object of this study is job satisfaction and organizational climate, employee commitment and employee performance. The results showed that job satisfaction and organizational climate either simultaneously or partially affect the organizational commitment of employees, the results also showed that job satisfaction and organizational climate either simultaneously or partial effect on employee performance, organizational commitment showed an influence on employee performance improvement, the results also show that there is an indirect effect of job satisfaction and organizational climate to employee performance through employee organizational commitment and the Governor's Department of Revenue.