ANALYSIS OF ORGANIZATIONAL COMMITMENT AND JOB SATISFACTION EFFECT ON EMPLOYEES PERFORMANCE AT PT. X WITH BOOTSTRAP PARAMETER ESTIMATION METHOD ON STRUCTURAL EQUATION MODEL

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Abstract

Competition in the business world today is getting tight. One thing that can be done by the company, no exception to PT. X is managing employee performance to support productivity so as to excel in competition. This can be done by considering the factors that affect performance, such as organizational commitment and job satisfaction. In this study there were two relationship estimations that include job satisfaction as a moderator variable of organizational commitment on performance and organizational commitment as a moderator variable of job satisfaction on performance. The approach used to determine the relation of the latent variables are SEM with Bootstrap parameter estimation method. The results showed that all indicators of organizational commitment and performance variables are significant, while in job satisfaction variable, there are 18 significant indicators of 33 indicators. On subsequent analysis used only significant indicators and showed that all variables are reliable. In first estimation model, organizational commitment has significant effect on job satisfaction and performance but job satisfaction has no significant effect on performance. In second estimation model, job satisfaction has no significant effect on performance, but job satisfaction has significant effect on organizational commitment and organizational commitment has significant effect on performance. Based on the suitability models value and significance of the indicator, the first estimation model is more suitable for implemented in PT. X.

Keywords: Organizational Commitment, Job Satisfaction, Performance, SEM, Bootstrap