

ABSTRAK

Penelitian ini bertujuan untuk menganalisis motivasi kerja, kepuasan kerja dan komitmen organisasional terhadap kinerja pegawai Bank Jateng Kantor Cabang Koordinator Semarang.

Jenis data yang digunakan adalah data primer yaitu data yang diperoleh secara langsung dari sumber asli berupa kuesioner. Sampel dalam penelitian ini adalah pegawai Bank Jateng Kantor Cabang Koordinator Semarang sebanyak 150 orang. Teknik pengambilan sampel secara *purposive sampling*. Alat uji dalam penelitian ini yaitu: pengujian validitas menggunakan analisis faktor, pengujian reliabilitas menggunakan Cronbach Alpha dan pengujian hipotesis menggunakan regresi linear berganda.

Hasil analisis dapat disimpulkan bahwa: Motivasi kerja berpengaruh positif terhadap kinerja pegawai. Kepuasan kerja berpengaruh positif terhadap kinerja pegawai. Komitmen organisasional berpengaruh positif terhadap kinerja pegawai

Kata kunci: motivasi kerja, kepuasan kerja, komitmen organisasional dan kinerja pegawai

ABSTRACT

This study aims to analyze work motivation, job satisfaction and organizational commitment to the performance of employees of the Bank of Central Java Semarang Branch Office Coordinator.

The type of data used is primary data that is data obtained directly from the original source in the form of a questionnaire. The sample in this study were 150 employees of Central Java Bank Semarang Coordinator Branch Office. The sampling technique was purposive sampling. Test equipment in this research are: validity testing using factor analysis, reliability testing using Cronbach Alpha and hypothesis testing using multiple linear regression.

The results of the analysis can be concluded that: Work motivation has a positive effect on employee performance. Job satisfaction has a positive effect on employee performance. Organizational commitment has a positive effect on employee performance

Keywords: work motivation, job satisfaction, organizational commitment and employee performance