

ABSTRACT

This research aims at analyze the influence of job satisfaction and organizational commitment toward employee performance with organizational citizenship behavior (OCB) as intervening variable. The information gained from this research is very important for the institution as a consideration for implementing the improvement of employee performance. The subject of this research is the employee of Universitas Muhammadiyah Yogyakarta.

Sampling technique in this research is purposive sampling. Methods of collection by using questionnaires and obtained 135 respondents. Data analysis using Structural Equation Modeling (SEM) with AMOS program as its analysis tool. The finding show that that Job Satisfaction has positive and significant influence toward OCB, Organizational Commitment has positive and significant influence toward OCB, Job Satisfaction has positive and significant influence toward Employee Performance, Organizational Commitment has no positive and significant influence toward Employee Performance, OCB has positive and significant influence toward Employee Performance, OCB mediate positively and significantly influence Job Satisfaction toward Employee Performance and OCB mediate positively and significantly influence Organizational Commitment toward Employee Performance.

Keywords: Job Satisfaction, Organizational Commitment, Organizational Citizenship Behavior (OCB) and Employee Performance