

ABSTRAK

This research was purposed to find out the Effect Of Career Development And Job Satisfaction On Employee Performance With Organizational Commitment As Intervening Variables. The object in this study is the Regional Government Offices DIY Complex Kepatihan which located at Complex Kepatihan Danurajen. The subjects in this study were employees of the Regional Government Offices DIY Complex Kepatihan. In this study the sampling technique used was purposive sampling with the criteria of civil servants with a minimum civil service working for 10 years. The sample of this study amounted to 100 employees and returned questionnaires totaling 95. The analytical tool used is Statistical Package for the Social Sciences (SPSS). Based on the analysis that has been done the results show that career development has a positive and significant effect on organizational commitment, job satisfaction has a positive and significant effect on organizational commitment, career development has a positive and significant effect on employee performance, job satisfaction does not significantly influence employee performance, organizational commitment has a positive and significant effect on employee performance, career development on employee performance is not mediated organizational commitment, job satisfaction towards employee performance is not mediated organizational commitment.

Keywords: Career Development, Job Satisfaction, Organizational Commitment, Employee Performance