

**DIDIT ARIZAL**, *Effect of Job Satisfaction and Motivation Through Employee Organizational Commitment on Employee Performance PG. Sindanglaut, Cirebon. Guided by, SITI SYAMSIAR and TEGUH KISMANTORADJI.*

*This type of research is descriptive quantitative survey approach. The aim of research to analyze the effect of job satisfaction, employee motivation and organizational commitment directly to employee performance PG Sindanglaut Cirebon and analyze the influence of job satisfaction and motivation of employees directly and indirectly through organizational commitment to employee performance PG Sindanglaut Cirebon. The study was conducted in PG Sindanglaut Cirebon on the Fabrication that consists of five divisions, namely, the Head. St. Purification, St. Evaporation, St. Cuisine & Cooling, St. Round, and Lab & WWTP. The population in this study are employees of PG. Sindanglaut, Cirebon section Manufacturing consisting of 5 divisions. The sample used in the study were all employees of PG. Sindanglaut, Cirebon section Manufacturing totaling 34 permanent employees. In the sampling, the researchers used a sampling method that is saturated sampling technique when all members of the population used as a sample. Data collection techniques used are questionnaires, observation and interview. Data analysis method used in this research is the analysis of the path (path analysis). The results showed that job satisfaction and motivation of employees directly influence the organizational commitment PG. Sindanglaut Cirebon, organizational commitment directly influence employee performance PG. Sindanglaut Cirebon and job satisfaction and employee motivation impact directly and indirectly on employee performance PG. Sindanglaut Cirebon.*

*Keywords: Job Satisfaction, Employee Motivation, Organizational Commitment, Employee Performance*