

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Kepuasan Kerja, *Achievement Motivation*, dan Komitmen Organisasional terhadap Kinerja Karyawan. Obyek yang digunakan dalam penelitian adalah karyawan Kantor Pos Surabaya 60000.

Jenis penelitian ini adalah penelitian kuantitatif. Sampel dalam penelitian diperoleh dengan teknik *probability sampling*, atau pengambilan sampel yang memberikan peluang sama bagi setiap anggota. Berdasarkan teknik *probability sampling* tersebut diperoleh 58 responden. Data dikumpulkan dengan menggunakan metode kuesioner. Metode analisis yang digunakan adalah Analisis Regresi Linear Berganda dengan menggunakan program SPSS versi 25.

Hasil penelitian menunjukkan bahwa Kepuasan Kerja berpengaruh signifikan dengan arah positif terhadap Kinerja Karyawan. *Achievement Motivation* berpengaruh signifikan dengan arah positif terhadap Kinerja Karyawan. Komitmen Organisasional berpengaruh tidak signifikan dengan arah positif terhadap Kinerja Karyawan.

Kata kunci: Kepuasan Kerja, *Achievement Motivation*, Komitmen Organisasional, Kinerja Karyawan.



ABSTRACT

This research aimed to examine and analyze the effect of work satisfaction, achievement motivation, and organizational commitment on employee performance. Furthermore, the research object used employees at Post Office Surabaya 60000.

This research was quantitative. Furthermore, the research sample used probability sampling or a sample collection which gave the same opportunity to every member. The result of the probability sampling technique obtained 58 respondents. Meanwhile, the analysis method used multiple linear regressions analysis with SPSS program 25 version.

The research result concluded that work satisfaction had a significant effect with positive direction on the employees' performance. On the other hand, achievement motivation had a significant and positive effect on the employees' performance. Meanwhile, the organizational commitment had an insignificant effect with a positive direction on the employees' performance.

Keywords: *Work Satisfaction, Achievement Motivation, Organizational Performance, Employees' Performance.*



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