

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menguji pengaruh reward, komitmen organisasi, dan kepuasan kerja terhadap job performa pegawai Bank Jatim Kantor Cabang Waru Sidoarjo. Pendekatan yang dilakukan dalam penelitian ini menggunakan pendekatan kuantitatif. Populasi yang digunakan dalam penelitian ini adalah pegawai Bank Jatim Kantor Cabang Waru Sidoarjo yang berjumlah 66 pegawai. Berdasarkan Tabel 4.15 pada output Uji Regresi Berganda "Coefficients" dapat diketahui bahwa nilai Signifikansi dan nilai Beta dari variabel Reward yaitu sebagai berikut: Nilai Signifikansi Reward ( $X_1$ ) = 0,356 lebih besar dari 0,05 maka dapat disimpulkan variabel Reward bernilai positif dan berpengaruh tidak signifikan terhadap Job Performa pegawai ( $Y$ ) dan nilai Beta Reward ( $X_1$ ) = 0,147 yang artinya apabila Reward mengalami penambahan satuan maka akan meningkatkan Job Performa sebesar 14,7 %. Nilai Signifikansi Komitmen Organisasi ( $X_2$ ) = 0,001 lebih kecil dari 0,05 maka dapat disimpulkan variabel Komitmen Organisasi ( $X_2$ ) berpengaruh signifikan terhadap Job Performa ( $Y$ ) dan nilai Beta Komitmen Organisasi ( $X_2$ ) = 0,463 yang artinya apabila Komitmen Organisasi mengalami penambahan satuan maka akan meningkatkan Job Performa sebesar 46,3 %. Sedangkan untuk Nilai Signifikansi Kepuasan Kerja ( $X_3$ ) = 0,219 lebih besar dari 0,05 maka dapat disimpulkan variabel Kepuasan Kerja ( $X_3$ ) memiliki nilai positif tetapi berpengaruh signifikan terhadap Job Performa ( $Y$ ) dan nilai Beta Kepuasan Kerja ( $X_3$ ) = 0,180 yang artinya apabila Kepuasan Kerja mengalami penambahan satuan maka akan meningkatkan Job Performa sebesar 18,3 %.

**Kata Kunci :** Reward, Komitmen Organisasi, Kepuasan Kerja, dan Job Performa Pegawai.

## ABSTRACT

*The research aimed to find out and examine the effect of reward , organization commitment and work satisfaction on employyes performance of Bank Jatim, Waru Branch Office, Sidoarjo. The research was quantitative. While, the population was 66 employees bank jatim, Waru branch office, Sidoarjo. Based on Table 4.14 on the output of the Multiple Regression Test "Coefficients" it can be seen that the Significance value and Beta value of the Reward variable are as follows: Reward Significance Value ( $X_1$ ) = 0.356 greater than 0.05, it can be concluded that the Reward variable has no significant effect on Job Employee performance (Y) and Reward value ( $X_1$ ) = 0.147, which means that if the Reward experiences additional units, it will increase Job Performance by 14.7%. The Significance Value of Organizational Commitment ( $X_2$ ) = 0.001 is smaller than 0.05, it can be concluded that the Organizational Commitment variable ( $X_2$ ) has a significant effect on Job Performance (Y) and the Beta value of Organizational Commitment ( $X_2$ ) = 0.463, which means that if Organizational Commitment experiences additional units it will increase Job Performance by 46.3%. As for the Significance Value of Job Satisfaction ( $X_3$ ) = 0.219, which is greaterpene than 0.05, it can be concluded that the Job Satisfaction variable ( $X_3$ ) has a significant effect on Job Performance (Y) and the Beta value of Job Satisfaction ( $X_3$ ) = 0.180, which means that if Job Satisfaction experiences additional units will increase Job Performance by 18.3%. **Keywords:** Reward, Organizational Commitment, Work Satisfaction, Job Performance*

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