

ABSTRAK

This study was conducted to see how big the effect of job satisfaction and organizational climate to employee performance. Job satisfaction is one of the results of the work (work outcomes) which became the center of attention of researchers of organizational behavior. Organizational climate are the characteristics or attributes of an organization that is formed through the daily activities of the organization. Both variables considered important to study because it is based on several previous studies have found a correlation between them. The study was conducted at PT. X is engaged in the steel distributor. Research using questionnaires distributed to all employees of PT. X but only 81 were returned because the data is only one thing and another. The results showed a significant influence on job satisfaction and organizational climate to employee performance. In addition it was also found that the higher the joy and satisfaction of work, the higher the employee performance. Similarly, the organizational climate, more higher of their likely and their comfort to their manager that can be received by employees will be more higher the employee performance.

Key Words: Job Performance, Job Satisfaction and Organizational Climate.