

ABSTRACT

Human resources have a contribution and influence on the survival of the organization in the long term. This research is motivated by the occurrence of organizational commitment problems in employees, one of the factors that can solve it is by increasing job satisfaction. This study was conducted to determine the effect of job satisfaction on organizational commitment of DINSOSP2KBP3A employees in Cimahi City.

This research uses quantitative method with descriptive research type. The research data was obtained by distributing questionnaires to 40 respondents. The sampling technique in this study is a saturated sampling technique. The data used in this study is primary data obtained from questionnaires, while secondary data is obtained from previous research data, books, journals, and the internet. The data analysis technique used is descriptive and simple linear regression with the help of the IBM SPSS Version 22 application.

The results showed that the level of job satisfaction of the employees of DINSOSP2KBP3A Cimahi City was in the very good category and the level of employee organizational commitment was in the good category. The results of the simple linear regression test show that job satisfaction has a significant positive effect on employee organizational commitment.

Keywords: *Human Resources, Job Satisfaction, Organizational Commitment.*