

ABSTRACT

The phenomenon in this study is that PT.Biofarna has poor performance in the smallest average factor, namely work motivation, job satisfaction, and organizational commitment, so this study aims to determine the effect of work motivation, job satisfaction, and organizational commitment on employee performance. PT. Biopharma. PT Biofarna is a pharmaceutical company that produces vaccines and antisera, which has the hope that the Indonesian generation will be healthy, free from infectious diseases, so that they become a productive generation and are ready to compete globally in the future. The research method used is descriptive and verification methods with a total sample of 92 respondents. Analysis of the data used is multiple linear regression analysis, multiple correlation analysis, simultaneous determination coefficient and partial determination coefficient.

The results of the study indicate that there is a positive and significant influence between work motivation, job satisfaction, and organizational commitment on the performance of PT Biofarna employees. The magnitude of the effect of work motivation, job satisfaction and organizational commitment on the performance of PT Biofarna employees simultaneously is 63.3%. While partially the effect of work motivation on employee performance is 33.5%, the effect of job satisfaction on employee performance is 20%, and the influence of organizational commitment on employee performance is 9.8%.

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