

**DETERMINAN VARIABEL KEPUASAN KERJA, KOMITMEN ORGANISASI,
KINERJA KARYAWAN SEBAGAI KONTRIBUTOR PERILAKU DAN KINERJA
ORGANISASI BERBASIS KEUNGGULAN BERSAING**

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ABSTRACT

Organizational behavior and performance based on competitive advantage describes all organizational activities and individuals and groups as members with active involvement and trying to realize the vision, mission and goals of the organization by behaving according to organizational culture and achieving better work results compared to other organizations. Organizations with both a profit and not-for-profit orientation consist of a group of individuals and work together in a structured and integrated way that strives for certain achievements. The achievement is in the form of individual performance, group performance, and organizational performance. Every member of the organization carries out daily activities with diversity in behavior but uniformity must be based on the organizational culture. Organizational culture is a complex, abstract, broad and growing way of life-oriented harmony that should be shared by members of the organization because it is formed based on the journey and history of the organization. This culture serves as a coherent framework for organizing one's activities and directing behavior. Organizational culture has a very strategic role in the success of an organization in view of the extent to which culture affects organizational effectiveness. The gap in organizational culture and organizational vision will cause obstacles, disturbances, and problems during activities in the organization. Organizational efforts to achieve goals require three achievements that come from individual contributions, namely job satisfaction, organizational commitment, and individual performance. The three achievements will determine the behavior and performance of the organization. This study aims to identify the determinants and indicators that make up the three variables, namely job satisfaction, organizational commitment, and individual performance. The indicators of the three dependent variables were sorted by factorial analysis. In addition, several determinant variables were found to make a significant contribution to the formation of the three variables. The findings in this study are a contribution in providing an overview of realizing organizational goals through efficiency and effectiveness in improving the quality of human resources.

Keywords: job satisfaction, organizational commitment, individual performance, organizational culture, organizational behavior, organizational performance, competitive advantage, human resources.

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