THE INFLUENCE OF JOB SATISFACTION AND ORGANIZATION COMMITMENT ON THE PERFORMANCE OF FAMILY PLANNING COUNSELORS IN YOGYAKARTA

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ABSTRACT

Background: Theoretically, organizational commitment mediates the relationship between job satisfaction and job performance. An organization with more satisfied employees tends to be more effective and productive. The purpose of this study was to investigate the influence of job satisfaction and organization commitment on the performance of family planning counselors in Yogyakarta.

Subjects and Method: A cross sectional study was conducted at 50 family planning counselor offices in Yogyakarta, from January to February 2020. A sample of 200 family planning counselors was selected by stratified random sampling. The dependent variable was job performance. The independent variables were job satisfaction and organizational commitment. The data were collected by questionnaire and analyzed by a multiple logistic regression.

Results: Family planning counselor who had good job performance was 57.00%, high job satisfaction was 64.50%, and high commitment was 45.50%. Family planning counselor job performance increased with high satisfaction (OR= 8.84; 95% CI= 1.49 to 3.22; p<0.001) and strong organizational commitment (OR= 4.84; 95% CI= 0.89 to 2.47; p<0.001).

Conclusion: Family planning counselor job performance increases with high satisfaction and strong organizational commitment.

Keywords: job performance job satisfaction, organization commitment

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