

## ABSTRACT

**Background:** Hospital is a service company that provides health services for the community, so it is required to always have a good performance. Nursing services are an integral part of health care in hospitals, so that the job performance of nurses is important for consideration. Job performance can be affected by factors of job satisfaction and organizational commitment.

**Methods:** This study was a quantitative cross-sectional approach. Population consisted of nurses on duty in the ward class I, II, III and 'utama' RSUD Panembahan senopati bantul (110 respondents). Data analyze use path analysis

**Results and Discussion:** The result of path analysis explained Job satisfaction of direct effects on organizational commitment (sig 0,00 < 0,05), job satisfaction of not direct effects on job performance (Sig 0,904 > 0,05), organizational commitment of direct effects on job performance (sig 0,00 < 0,05) and job satisfaction of indirect effects on job performance through organizational commitment. Theoretical implication of this study is that the study supports the theory that when the nurses feel more satisfied, they will be more commit and have good job performance.

**Conclusion :** Job satisfaction of effects to organizational commitment and job performance. Recommended for implementation by the hospital management is recommended more attention to the dimension of a salary, because the dimension are less well stated by nurses compared other dimension from the job satisfaction.

**Keywords:** Job satisfaction, organizational commitment, job performance