

## ABSTRACT

### "EFFECT OF JOB SATISFACTION, MOTIVATION AND ORGANIZATIONAL COMMITMENT TO PERFORMANCE GBKP PRIEST IN INDONESIA"

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Leader is one of the very important elements in achieving that goal. Pastor is one of the leaders in the middle of the church. The performance of a pastor will be seen from the state of the church, one of the indicators of the performance of a minister is an increase in the quality and quantity of the congregation in following church activities

Job satisfaction pastor is an expression of the attitude of pastor to work, compensation, promotion of the profession and the atmosphere of the working environment associated with co-workers and supervision of the party leadership. Motivation GBKP priests in performing the task vocation which includes physiological needs, safety, social, esteem, and self-actualization. Organizational commitment is an attitude that shows loyalty, confidence, interest and sense of an organization for one priest, until he feels that he is part of the organization. Performance pastor is related to the behavior pastor is in the process of instructional activities related to the responsibilities and duties of the pastor, which relate to the quality of work, quantity of work, timeliness, independence and interpersonal relationships.

This study aims to determine 1) whether job satisfaction affect the performance GBKP pastor in Indonesia 2) whether the motivation effect on the performance of GBKP pastor in Indonesia 3) whether the effect of organizational commitment in Indonesia GBKP pastor performance 4) whether job satisfaction, motivation, and organizational commitment affect the performance GBKP pastors in Indonesia. Samples were taken by 82 respondents porposional of a population of 464. The data were analyzed using SPSS version aids 20:00

Through research it was found that: the influence of job satisfaction, motivation and commitment to the organization's performance in Indonesia GBKP pastor can be seen through the function  $Y = 0,135 X_1 + 0,56 X_2 + 46,9 X_3$ .

Job satisfaction, Work motivation and organizational commitment Simultaneous positive effect on performance GBKP pastor in Indonesia and job satisfaction, work motivation, and organizational commitment partially positive effect on performance GBKP pastors in Indonesia.

Supervision and assessment of leaders contribute most to job satisfaction GBKP pastors in Indonesia, with a percentage of 51, 83%. Self-actualization needs GBKP pastors in Indonesia has been met with very good categories, with the percentage of 45, 53%. GBKP pastors understanding in Indonesia about the meaning of the organization is very good, with a percentage of 50, 00%. Pastor independence in work contributed most to the performance of pastors GBKP in Indonesia, a large percentage is 60, 98% .

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In this paper the authors expect the leaders GBKP, for more attention to compensation for GBKP pastors, pastors need GBKP in Indonesia related to security, better able to convince every pastor to have confidence in GBKP during his career and to provide guidance to pastors GBKP, so Human Resources pastor more specifically in the field of increasing the quantity of labor

Keywords: Job Satisfaction, Motivation, Organizational Commitment and Performance