

### **ABSTRACT**

This research is analyze the effect of job satisfaction towards job performance staff in Sekretariat DPRP Province of Central Java. The problem on this research are how much the effect of: first, job satisfaction towards organization commitment, second , job satisfaction towards absence intense, third, organization commitment towards absence intense, fourth, organization commitment towards job performance staff, five, absence intense towards job performance staff, six, job satisfactions towards job performance staff, seven, job satisfaction towards job performance staff through organization commitment, and eight, job satisfaction towards job performance staff through absence intense.

This research is using regression analysis. Total sample were used 108 respondent. The sampling technique is purposive sampling method. Sample research method were used multistage sampling. Data derivation method with questioners distribution and interview.

The research result with using multiple regression indicated that job satisfaction have significant influence towards organization commitment, job satisfaction towards absence intense, organization commitment towards absence intense, organization commitment towards job performance staff, absence intense towards job performance staff, job satisfaction towards job performance staff, job performance towards job performance staff through organization commitment, job satisfaction towards job performance staff through absence intense.

**Key words: Job Satisfaction, Organization Commitment, Absence Intention, Job Performance Staff.**