

# COMMITMENT TO LECTURER PERFORMANCE WITH JOB SATISFACTION AS A MODERATING VARIABLE IN THE EDUCATION AND MEDICAL PROFESSION STUDY PROGRAM OF FKKGK UNPRI

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## ABST RACT

*This study aims to determine whether motivation, commitment, motivation and job satisfaction are able to moderate between commitment to lecturer performance in the Prima Indonesia University Doctor Education and Professional Study Program. In this study, the variables to be studied are motivation as variable X1, commitment as variable X2, performance as variable Y and lecturer job satisfaction as variable Z. The research was conducted by the Faculty of Medicine, Dentistry and Health Sciences with the Doctor Education and Professional Studies program located in the UNPRI building Jl. Sampul No. 4. In this study using Multiple Linear Regression Test, and Moderated Regression Analysis (MRA) is a test conducted to determine the causal relationship between the dependent and independent variables which becomes strong or weak in the presence of moderating variables. The results of this study concluded that motivation partially had an insignificant effect on lecturer performance by 0.292%. Commitment partially has a significant effect on lecturer performance by 67.8%. Motivation and commitment simultaneously have a significant effect on lecturer performance. The significance value of the interaction variable between motivation and satisfaction is 0.501 ( $p > 0.005$ ), it can be concluded that job satisfaction is not able to moderate the effect of motivation variables on lecturer performance. The interaction between satisfaction and satisfaction is 0.501 ( $p > 0.005$ ), it can be concluded that job satisfaction is not able to moderate the effect of motivation variables on lecturer performance.*

**Keyword :** Motivation, commitment, job satisfaction and lecturer performance