

# **The Effect Of Job Satisfaction And Organizational Commitment On Teacher Performance Through Organizational Citizenship Behavior As An Intervening Variable At SMKN 1 Air Joman**

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## **ABSTRACT**

This study aims to analyze the effect of job satisfaction and organizational commitment on teacher performance through organizational citizenship behavior as an intervening variable at smkn 1 air joman. This study uses a quantitative approach with the Partial Least Square analysis method to test the relationship between variables. Secondary data used were obtained from questionnaires, with samples selected using the Structural Equation Modeling technique. The results of the study indicate that job security and organizational commitment have a positive effect on turnover intention and its impact on the performance of outsourcing employees.

**Keywords :** *Job security, Orgnaizational commitment, Turnover Intention, Employee performance, Outsourcing.*