

## ABSTRACT

MARJONO, The impact of Organization Culture, Works Satisfaction and Motivation to Performance of Echelon Four ( Under the supervision of Njoman T. Suastha).

This study is aimed to examine and analyze the correlation or the impact between Organization Culture, Work Satisfaction, Work Motivation and to Performance of Echelon four. The study was carried out at Directorate General of Empowerment of the Resources of Transmigration Area Department of Manpower and Transmigration Republic of Indonesia during three months from April until July 2004 with 54 responden is population.

Teknik of data collecting is used questionair four variables is Organization Culture, Works Satisfaction, Motivation and to Performance of Echelon four. Analysis data performed is correlation analysis and simple regression and multiplier. To use the process used computer software application SPSS version 10.0.

Base on the result of analysis and discussion above, the study reveals that there is only motivation variable which have significant effect on the performance variable the dimation equevalen regression  $Y = 1,931 + 1,234 X$ , meanwhile another variable namely variable of organization culture and work satisfaction have no significant effect.