

ABSTRACT

This research was conducted at PT. Telekomunikasi Indonesia International (TELIN) with a sample of Generation-Y group or commonly referred to as Millennials Generation. Today the millennials dominate the world of work. However, with different characteristics from the previous generation, namely the X-generation or the Baby Boomers generation, the Millennials have quite unique characteristics in the world of work. These characteristics drive the company to adapt the behavior patterns of this young employee. Job satisfaction, organizational commitment and employee performance are important things to consider because they have an effect on the company.

The research objective is to find out how job satisfaction, organizational commitment and employee performance in the Y generation group at TELIN and the effect of job satisfaction and organizational commitment partially or simultaneously on employee performance in the Y generation group. The research method used is a quantitative method that requires sampling data from people involved in this study. This research is descriptive and causal research.

*Primary data collection techniques with interviews, observations, and questionnaires. The selected sample of 122 employees of the Y generation group PT. TELIN with simple random sampling technique with Slovin formula. The analysis technique in this research is descriptive analysis, classic assumption test, partial hypothesis test (*T* test), simultaneous hypothesis test (*F* test) and multiple linear regression analysis and coefficient of determination test.*

*Descriptive analysis results show that job satisfaction is in the high category, organizational commitment is in the sufficient category, and employee performance is in the high category. Based on the results of hypothesis testing using the *t* test shows that variable job satisfaction and organizational commitment partially have a significant effect on employee performance. While simultaneous hypothesis testing with the *F* test shows that job satisfaction and organizational commitment simultaneously have a significant effect on employee*

performance. The magnitude of the effect of job satisfaction and organizational commitment on the performance of Y group employees at PT. TELIN is 70.9% and the remaining 29.1% is influenced by other variables.

The Y generation's supervisors must be able to be a listener and communicative figure for their employees, because the Y generation is very active in socializing in social media and the world of work. They will be highly motivated if given the opportunity to speak and be accommodated by their ideas. PT. TELIN among by making and providing design thinking training programs, organizing programs or events for creativity and innovation at PT. TELIN with attractive rewards.

Keywords: *Job Satisfaction, Organizational Commitment, Employee Performance, Generation Y*