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**THE INFLUENCE OF COMPETENCY, SOCIO-CULTURAL FACTORS, AND ORGANIZATION CLIMATE, TO ORGANIZATIONAL COMMITMENT AND ITS IMPACT ON EMPLOYEE PERFORMANCE  
(Study of Working Units at The Municipality Offices  
In West Java Province)**

**Imas Soemaryani**

**Abstract**

*There are still many public complaints related to government performance in general, which indicates its poor quality. This condition is caused by poor and lack of performance and organizational commitment of government employee. Other factors contributing to the poor performance and organizational commitment are competency, socio-cultural factors and uncondusive organization climate. This research analyzes the influence of those three factors on the organizational commitment and the employee performance at Working Units at Municipal Offices in West Java by applying a descriptive and explanatory survey. The research instrument utilized in this study were questionnaire, interview and direct observation. All hypotheses were tested in the context of structural equation modeling (SEM). Simple random sampling was used as the sampling technique. The sample size was 490 units taken from 49 Working Units at Municipal Offices in West Java. The results showed that: (i) Competency, Socio-cultural factors, Organization Climate, Organizational Commitment and Employee Performance are in fairly good condition; (ii) Competency, Socio-cultural Factors, Organization Climate are, both simultaneously and partially, influencing Organizational Commitment; (iii) Competency, Socio-cultural Factors, Organization Climate and Organizational Commitment are also, both simultaneously and partially, influencing the Employee Performance.*

*Keywords: Competency, Socio-Cultural Factors, Organization Climate, Organizational Commitment, Employee Performance.*