

## ABSTRACT

The goal of this study is to determine whether organizational culture and compensation have a direct and positive impact on job satisfaction, whether organizational culture and compensation have a direct and positive impact on employee performance, and whether organizational culture, compensation, and job satisfaction have an indirect and positive impact on employee performance through job satisfaction. Utilizing questionnaires and quantitative techniques to gather information. using path analysis to analyze data. All employees of SALAAM SOMALI BANK (SSB) are represented by the 95 respondents. The results of the study show that organizational culture has a significant and favorable influence on job satisfaction. Pay is not clearly correlated with job satisfaction.

Employee performance is positively and significantly impacted by organizational culture. Compensation does not have a big effect on how well workers perform. Organizational culture influences worker performance in a negligible but beneficial way through job satisfaction. Employee performance is influenced by their level of job satisfaction. Job satisfaction has a negative and minimal impact on employee performance.

Key words: job satisfaction, pay, organizational culture, and worker output.