

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh *empowerment* dan *job characteristics* terhadap kepuasan kerja dengan komitmen organisasi sebagai variabel intervening pada BPN Sijunjung. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 45 responden. Metode analisis yang digunakan *structural equation modeling* menggunakan smartpls.

Hasil penelitian yang didapatkan pengaruh yang signifikan *empowerment* terhadap komitmen organisasi. Terdapat pengaruh yang signifikan *job characteristics* terhadap komitmen organisasi. Terdapat pengaruh yang signifikan *empowerment* terhadap kepuasan kerja. Terdapat pengaruh yang tidak signifikan *job characteristics* terhadap kepuasan kerja. Terdapat pengaruh yang signifikan komitmen organisasi terhadap kepuasan kerja. Terdapat pengaruh yang signifikan *empowerment* terhadap kepuasan kerja melalui komitmen organisasi. Terdapat pengaruh yang signifikan *job characteristics* terhadap kepuasan kerja melalui komitmen organisasi.

Kata Kunci: *Empowerment, Job Characteristics, Komitmen Organisasi dan Kepuasan Kerja*

ABSTRACT

This research aims to test how much influence empowerment and job characteristics have on job satisfaction with organizational commitment as an intervening variable at BPN Sijunjung. The data collection method is through surveys and distributing questionnaires, with a sample of 45 respondents. The analytical method used is structural equation modeling using smartpls.

The research results showed that there was a significant influence of empowerment on organizational commitment. There is a significant influence of job characteristics on organizational commitment. There is a significant influence of empowerment on job satisfaction. There is an insignificant influence of job characteristics on job satisfaction. There is a significant influence of organizational commitment on job satisfaction. There is a significant influence of empowerment on job satisfaction through organizational commitment. There is a significant influence of job characteristics on job satisfaction through organizational commitment.

Keywords: *Empowerment, Job Characteristics, Organizational Commitment and Job Satisfaction*