

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh budaya organisasi, kepuasan secara bersama-sama dan parsial terhadap kinerja dengan komitmen organisasi sebagai variabel intervening. Variabel penelitian yaitu budaya organisasi (X1), kepuasan kerja (X2) kinerja (Y) dan komitmen organisasi (Z). Metode pengumpulan data melalui survei dan mengedarkan kuesioner sebanyak 65 responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis korelasi, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Hasil penelitian menunjukkan (1) budaya organisasi berpengaruh positif dan signifikan terhadap komitmen organisasi. (2) kepuasan kerja berpengaruh positif dan signifikan terhadap komitmen organisasi. (3) budaya organisasi berpengaruh positif dan signifikan terhadap kinerja. (4) kepuasan kerja positif dan signifikan terhadap kinerja. (5) komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja (6) budaya organisasi, kepuasan kerja secara bersama-sama berpengaruh positif dan signifikan terhadap komitmen organisasi (7) budaya organisasi, kepuasan kerja dan komitmen organisasi secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja (8) Kontribusi model I variabel budaya organisasi, kepuasan kerja terhadap variabel komitmen organisasi 0,184 atau 18,4%, Kontribusi model II variabel budaya organisasi, kepuasan kerja dan komitmen organisasi terhadap variabel kinerja sebesar 0,809 atau 80,9%,

Kata Kunci : Budaya Organisasi, Kepuasan Kerja, Komitmen Organisasi dan Kinerja Karyawan

ABSTRACT

This study aims to determine how much influence organizational culture, satisfaction together and partial performance with organizational commitment as an intervening variable. Research variables are organizational culture (X1), job satisfaction (X2) performance (Y) and organizational commitment (Z). The method of collecting data through surveys and circulating questionnaires as many as 65 respondents. The analytical method used is the validity and reliability test, correlation analysis, multiple regression analysis, for the hypothesis test used is the t test and F test.

The results of the study show (1) organizational culture has a positive and significant effect on organizational commitment. (2) job satisfaction has a positive and significant effect on organizational commitment. (3) organizational culture has a positive and significant effect on performance. (4) positive job satisfaction and significant performance. (5) organizational commitment has a positive and significant effect on performance (6) organizational culture, work satisfaction together have a positive and significant effect on organizational commitment (7) organizational culture, job satisfaction and organizational commitment together have a positive and significant effect on performance (8) Contribution of model I organizational culture variable, job satisfaction to organizational commitment variable 0.184 or 18.4%, contribution of model II variable organizational culture, job satisfaction and organizational commitment to performance variables of 0.809 or 80.9%,

Keywords: Organizational Culture, Job Satisfaction, Organizational Commitment And Employee Performance