

## ABSTRAK

Nurza Alfazira, No.BP 18101155330233, Manajemen Fakultas Ekonomi dan Bisnis (2022), Pengaruh *Perceived Organizational* dan Komitmen Organisasi Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT Sapta Sentosa Jaya Abadi, Kabupaten Pesisir Selatan, dibawah bimbingan Bapak Dr. Jhon Veri, S.Kom., M.M., M.Kom dan Ibu Putri Azizi, S.E., M.M.

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh Pengaruh *Perceived Organizational* dan Komitmen Organisasi terhadap Kepuasan Kerja dan seberapa besar pengaruh Pengaruh *Perceived Organizational*, Komitmen Organisasi, dan Kepuasan Kerja terhadap Kinerja Karyawan. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 35 responden. Teknik pengambilan sampel yaitu menggunakan teknik sampling jenuh dengan menjadikan seluruh populasi menjadi sampel. Metode analisis yang digunakan adalah analisis korelasi, regresi linear berganda dan analisis jalur (*Path Analysis*) menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh *Perceived Organizational* dan Komitmen Organisasi secara parsial berpengaruh signifikan terhadap Kepuasan Kerja PT Sapta Sentosa Jaya Abadi, Kabupaten Pesisir Selatan. Berdasarkan Uji Simultan (Uji F) diperoleh *Perceived Organizational* dan Komitmen Organisasi secara bersama-sama berpengaruh signifikan terhadap Kepuasan Kerja Pada PT Sapta Sentosa Jaya Abadi, Kabupaten Pesisir Selatan.

Dan juga hasil penelitian berdasarkan Uji Parsial (Uji t) diperoleh, *Perceived Organizational*, Komitmen Organisasi dan Kepuasan Kerja secara parsial berpengaruh signifikan terhadap Kinerja Karyawan Pada PT Sapta Sentosa Jaya Abadi, Kabupaten Pesisir Selatan. Serta berdasarkan Uji Simultan (Uji F) diperoleh *Perceived Organizational*, Komitmen Organisasi dan Kepuasan Kerja secara bersama-sama berpengaruh signifikan terhadap Kinerja Karyawan Pada PT Sapta Sentosa Jaya Abadi, Kabupaten Pesisir Selatan.

**Kata kunci : *Perceived Organizational*, Komitmen Organisasi , Kepuasan Kerja, Kinerja Karyawan**

## ABSTRACT

*Nurza Alfazira, No.BP 18101155310233, Management of the Faculty of Economics and Business (2021), The Effect of Perceptions of **Perceived Organizational and Organizational Commitment on Employee Performance with Job satisfaction** as an Intervening Variable at PT Sapta Sentosa Jaya Abadi, West Pesisir Selatan, under guidance Dr. Jhon Veri, S.Kom., M.M., M.Kom and Mrs. Putri Azizi, SE., MM.*

*This study aims to prove any significant influence of Perceived Organizational and Organizational Commitment on Job satisfaction and any major influence. The influence of Perceived Organizational, Organizational Commitment, and Job satisfaction on Employee Performance. The method of surveying the data through and distributing questionnaires, with a sample of 35 respondents. The sampling technique uses a saturated sampling technique with the entire population being sampled. The analysis method used is data analysis, multiple linear regression and path analysis using SPSS 21.*

*The results of the research obtained based on the partial test (t test) obtained that the Perceived Organizational and Organizational Commitment partially has a significant effect on Perceived Organizational in SMP Negeri 2 Ranah Batahan, West Pasaman Regency. Based on the Simultaneous Test (Test F), it was obtained that the Perceived Organizational and together had a significant effect on Job Satisfaction in PT Sapta Sentosa Jaya Abadi, West Pesisir Selatan.*

*And also the results of research based on the partial test (t test) were obtained, Perceived Organizational, Organizational Commitment and Job satisfaction partially had a significant effect on Employee Performance at PT Sapta Sentosa Jaya Abadi, West Pesisir Selatan. And based on the Simultaneous Test (Test F) obtained Perceived Organizational, Organizational Commitment and Job satisfaction together have a significant effect on Employee Performance at PT Sapta Sentosa Jaya Abadi, West Pesisir Selatan.*

**Keywords:** *Perceived Organizational, Organizational Commitment, Job satisfaction, Employee Performance*