

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh Kompensasi, Lingkungan Kerja, komitmen organisasi terhadap Kepuasan Kerja, dan seberapa besar pengaruh Kompensasi, Lingkungan Kerja, komitmen organisasi dan Kepuasan Kerja terhadap Organizational Citizenship Behaviour pada PT. P&P Lembah Karet Kota Padang. Metode analisis data menggunakan kuesioner, dengan sampel 64 responden. Metode analisis data yang digunakan adalah analisis jalur.

Berdasarkan hasil penelitian menunjukkan bahwa Kompensasi, Lingkungan Kerja, komitmen organisasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja, dan Kompensasi, Lingkungan Kerja, komitmen organisasi dan Kepuasan Kerja berpengaruh positif dan signifikan terhadap Organizational Citizenship Behaviour dan Kepuasan Kerja memediasi Kompensasi terhadap Organizational Citizenship Behaviour, dan Kepuasan Kerja memediasi lingkungan kerja terhadap Organizational Citizenship Behaviour, dan Kepuasan Kerja memediasi komitmen organisasi terhadap Organizational Citizenship Behaviour. Kontribusi variabel Kompensasi, lingkungan kerja, komitmen organisasi dan Kepuasan Kerja berpengaruh sebesar 81,9% sedangkan sisanya sebesar 18,1% dipengaruhi oleh variabel lain diluar penelitian ini.

Akhirnya penulis menyarankan kepada pihak PT. P&P Lembah Karet Kota Padang untuk dapat meningkatkan:Kepuasan Kerja melalui peningkatanKompensasi, Lingkungan Kerja, komitmen organisasi.

Kata Kunci: Kompensasi, Lingkungan Kerja, Komitmen Organisasi, Kepuasan Kerja dan Organizational Citizenship Behaviour.

ABSTRACT

The purpose of this study was to determine how much influence the Compensation, Work Environment, organizational commitment to Job Satisfaction, and how much influence the Compensation, Work Environment, organizational commitment and Job Satisfaction on Organizational Citizenship Behavior at PT. P&P Lembah Karet Kota Padang. The data analysis method uses a questionnaire, with a sample of 64 respondents. Data analysis method used is path analysis.

Based on the results of the study indicate that Compensation, Work Environment, organizational commitment has a positive and significant effect on Job Satisfaction, and Compensation, Work Environment, organizational commitment and Job Satisfaction have a positive and significant effect on Organizational Citizenship Behavior and Job Satisfaction mediates Compensation on Organizational Citizenship Behavior, and Job Satisfaction mediates the work environment towards Organizational Citizenship Behavior, and Job Satisfaction mediates organizational commitment to Organizational Citizenship Behavior. Variable contribution of compensation, work environment, organizational commitment and job satisfaction has an effect of 81.9% while the remaining 18.1% is influenced by other variables outside this study.

Finally, the author suggested to the PT. P&P Lembah Karet Kota Padang to be able to improve: Job Satisfaction through increasing Compensation, Work Environment, organizational commitment.

Keywords: Compensation, Work Environment, Organizational Commitment, Job Satisfaction and Organizational Citizenship Behavior.