

## ABSTRAK

Aprina Yosi, No.BP 17101155310059, Manajemen Fakultas ekonomi dan Bisnis (2021), Pengaruh Person Organization Fit dan Disiplin Kerja Terhadap Kepuasan Kerja melalui Komitmen Organisasi sebagai variabel *intervening* Pada Kantor Camat Lubuk Begalung Padang, dibawah bimbingan Ibuk Dr. Lusiana., S.E , M.M dan Bapak Dori Mitra Candana, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh lingkungan kerja, budaya organisasi, dan semangat kerja terhadap efektivitas kerja pegawai Metode pengumpulan data melalui survey dan kuisisioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedastisitas, Analisis Linear Berganda, Koefisien Determinasi, Untuk uji Hipotesis digunakan Uji f dan Uji t dan path analysis. Sample perkantoran ini berjumlah 100 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh: (a) Person Organization Fit secara parsial berpengaruh positif dan signifikan terhadap Komitmen Organisasi. (b) Disiplin Kerja secara parsial berpengaruh signifikan terhadap Komitmen Organisasi. (c) Kepuasan Kerja secara parsial berpengaruh signifikan terhadap Komitmen Organisasi. (d) Person Organization Fit, Disiplin Kerja dan Kepuasan Kerja secara simultan berpengaruh positif dan signifikan terhadap Komitmen Organisasi.

**Kata Kunci : Person Organization Fit, Disiplin Kerja, Komitmen Organisasi, Dan Kepuasan Kerja.**

## ***ABSTRACT***

Aprina Yosi, No. BP 17101155310059, Management Faculty of Economics and Business (2021), The Influence of Person Organization Fit and Work Discipline on Job Satisfaction through Organizational Commitment as an Intervening Variable at the Lubuk Begalung District Head Office, under the guidance of Dr. Lusiana, S.E., M.M and Mr. Dori Mittra Candana, S.E., M.M.

This study aims to determine how much influence the work environment, organizational culture, and work spirit have on the effectiveness of employees' work. Methods of collecting data through surveys and questionnaires. The analytical method used is validity and reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, coefficient of determination, for hypothesis testing, f test and t test and path analysis are used. This office sample amounted to 100 respondents.

Based on the research obtained based on the partial test (t test) obtained: (a) Person Organization Fit partially has a positive and significant effect on Organizational Commitment. (b) Work Discipline partially has a significant effect on Organizational Commitment. (c) Job Satisfaction partially has a significant effect on Organizational Commitment. (d) Person Organization Fit, Work Discipline and Job Satisfaction simultaneously have a positive and significant effect on Organizational Commitment.

**Keywords: Person Organization Fit, Work Discipline, Organizational Commitment, and Job Satisfaction.**