

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Servant Leadership* Dan Kompensasi Terhadap Komitmen Organisasi Pada Cv. Shinamo Jaya Kota Payakumbuh Melalui Kepuasan Kerja Karyawan Sebagai Variabel Intervening. Metode pengumpulan data melalui survey dan mengedarkan kuesioner, dengan sampel 170 responden dengan menggunakan metode teknik *sampel jenuh*. Metode analisis yang digunakan adalah regresi linear berganda dan Analisis Jalur dengan SPSS 22.

Hasil analisis data menyimpulkan, terdapat pengaruh positif yang tidak signifikan antara *Servant Leadership* terhadap Komitmen Organisasi. Terdapat pengaruh positif dan tidak signifikan Kompensasi terhadap Komitmen Organisasi. Terdapat pengaruh positif yang signifikan *Servant Leadership* terhadap Kepuasan Kerja. Terdapat pengaruh positif yang signifikan Kompensasi terhadap Kepuasan Kerja. Terdapat pengaruh positif yang signifikan Kepuasan Kerja terhadap Komitmen Organisasi. Kepuasan Kerja Memediasi hubungan *Servant Leadership* terhadap Komitmen Organisasi. Kepuasan Kerja Memediasi Kompensasi terhadap Komitmen Organisasi.

**Kata Kunci : *Servant Leadership*, Kompensasi, Komitmen Organisasi, Kepuasan Kerja.**

## **ABSTRACT**

*This study aims to examine how big the influence of Servant Leadership and Compensation on Organizational Commitment at Cv.Shinamo Jaya Payakumbuh City through Employee Job Satisfaction as an Intervening Variable. The method of collecting data is through surveys and distributing questionnaires, with a sample of 70 respondents using the saturated sample technique method. The analytical method used is multiple linear regression and Path Analysis with SPSS 22.*

*The results of data analysis concluded that there was a positive and insignificant effect between Servant Leadership on Organizational Commitment. There is a positive and insignificant effect of Compensation on Organizational Commitment. There is a significant positive effect of Servant Leadership on Job Satisfaction. There is a significant positive effect of Compensation on Job Satisfaction. There is a significant positive effect of Job Satisfaction on Organizational Commitment. Job Satisfaction Mediates the relationship between Servant Leadership and Organizational Commitment. Job Satisfaction Mediates Compensation to Organizational Commitment.*

***Keywords: Servant Leadership, Compensation, Organizational Commitment, Job Satisfaction.***