

ABSTRACT

This study aims to examine how much influence Organizational Commitment, Job Satisfaction and Organizational Culture have on the Work Discipline of State Teachers in Lubuk Kilangan District, Padang City. The method of collecting data is through surveys and distributing questionnaires, with a sample of 76 respondents. The analytical method used is multiple regression analysis using SPSS.

The results showed that the partial t-test of Organizational Commitment, Job Satisfaction and Organizational Culture had a positive and significant effect on Teacher Discipline. Simultaneous F test results Organizational Commitment, Job Satisfaction and Organizational Culture have a positive and significant effect on Teacher Discipline.

The contribution of the independent variable contribution of Organizational Commitment, Job Satisfaction and Organizational Culture to the dependent variable of Teacher Discipline is 81.1%. While the remaining 18.9% is influenced by other variables outside of this study.

Keywords: *Organizational Commitment, Job Satisfaction, Organizational Culture and Teacher Discipline*

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Komitmen Organisasi, Kepuasan Kerja Dan Budaya Organisasi Terhadap Disiplin Kerja Guru Negeri Di Kecamatan Lubuk Kilangan Kota Padang. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 76 responden. Metode analisis yang digunakan adalah analisis regresi berganda menggunakan SPSS.

Hasil penelitian didapatkan uji t secara persial Komitmen Organisasi, Kepuasan Kerja dan Budaya Organisasi berpengaruh positif dan signifikan terhadap Disiplin Guru. Hasil uji F secara simultan Komitmen Organisasi, Kepuasan Kerja dan Budaya Organisasi berpengaruh positif dan signifikan terhadap Disiplin Guru.

Kontribusi sumbangan variabel *independen* Komitmen Organisasi, Kepuasan Kerja dan Budaya Organisasi terhadap variabel *dependen* Disiplin Guru adalah sebesar 81,1%. Sedangkan sisanya adalah sebesar 18,9% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : Komitmen Organisasi, Kepuasan Kerja, Budaya Organisasi dan Disiplin Guru