

## ABSTRAK

Monica rini, No.BP 18101155310296, Manajemen (2022), Pengaruh *Organizational Culture* dan Iklim Organisasi Terhadap Komitmen Organisasi Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Aditya Prima Utama, dibawah bimbingan Ibu Vivi Nila Sari, SE, MM dan Ibu Marta Widian Sari, SE, MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh *Organizational Culture* dan Iklim Organisasi Terhadap Komitmen Organisasi Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Aditya Prima Utama. Penelitian ini terdiri dari variabel Independen yaitu *Organizational Culture* dan Iklim Organisasi dan Komitmen Organisasi serta Kepuasan Kerja Sebagai Variabel Intervening. Metode analisis yang digunakan adalah *Structur Equation Modelling* (SEM) dengan Partial Least Square (PLS) 3.

Metode pengumpulan data pada penelitian ini adalah dengan menggunakan kuesioner yang diisi oleh responden yaitu karyawan PT. Aditya Prima Utama. Hasil analisis data menyimpulkan (1) Terdapat pengaruh positif dan signifikan *organizational culture* terhadap kepuasan kerja pada PT. Aditya Prima Utama. (2) Terdapat Pengaruh positif dan signifikan iklim organisasi teradap kepuasan kerja pada PT. Aditya Prima Utama. (3) Terdapat pengaruh positif dan signifikan *organizational culture* terhadap komitmen organisasi pada PT. Aditya Prima Utama. (4) Terdapat pengaruh positif dan signifikan iklim organisasi terhadap komitmen organisasi pada PT. Aditya Prima Utama. (5) Tidak terdapat pengaruh signifikan kepuasan kerja terhadap komitmen organisasi pada PT. Aditya Prima Utama. (6) Kepuasan kerja tidak dapat memediasi pengaruh *organizational culture* terhadap komitmen organisasi pada PT. Aditya Prima Utama. (7) Kepuasan kerja tidak dapat memediasi pengaruh iklim organisasi terhadap komitmen organisasi pada PT. Aditya Prima Utama.

**Kata Kunci : *Organizational Culture*, Iklim Organisasi, Kepuasan kerja dan Komitmen Organisasi.**

## *Abstract*

*Monica Rini, No. BP 18101155310296, Management (2022), The Effect of Organizational Culture and Organizational Climate on Organizational Commitment through Job Satisfaction as an Intervening Variable at PT. Aditya Prima Utama, under the guidance of Mrs. Vivi Nila Sari, SE, MM and Mrs. Marta Widian Sari, SE, MM.*

*This study aims to determine how big the influence of Organizational Culture and Organizational Climate on Organizational Commitment through Job Satisfaction as an Intervening Variable at PT. Aditya Prima Utama. This research consists of independent variables, namely Organizational Culture and Organizational Climate and Organizational Commitment and Job Satisfaction as Intervening Variables. The analytical method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.*

*The method of data collection in this study is to use a questionnaire filled out by respondents, namely employees of PT. Aditya Prima Utama. The results of data analysis concluded (1) There is a positive and significant effect of organizational culture on job satisfaction at PT. Aditya Prima Utama. (2) There is a positive and significant influence of organizational climate on job satisfaction at PT. Aditya Prima Utama. (3) There is a positive and significant influence of organizational culture on organizational commitment at PT. Aditya Prima Utama. (4) There is a positive and significant influence of organizational climate on organizational commitment at PT. Aditya Prima Utama. (5) There is no significant effect of job satisfaction on organizational commitment at PT. Aditya Prima Utama. (6) Job satisfaction cannot mediate the influence of organizational culture on organizational commitment at PT. Aditya Prima Utama. (7) Job satisfaction cannot mediate the influence of organizational climate on organizational commitment at PT. Aditya Prima Utama.*

***Keywords : Organizational Culture, Organizational Climate, Job Satisfaction and Organizational Commitment***