

ABSTRAK

Annisa Tu Khaira, No.BP 17101155310217, Manajemen Fakultas Ekonomi dan Bisnis (2021), Pengaruh Budaya Organisasi dan Motivasi Terhadap Komitmen Organisasional Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT. P&P Lembah Karet Jl. By Pass, dibawah bimbingan Bapak Robby Dharma, S.E., M.M dan Bapak Rio Andhika Putra, S.H., M.M.

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh budaya organisasi dan motivasi terhadap komitmen organisasional dengan kepuasan kerja. Metode pengumpulan data melalui survei dan mengedarkan kuesiner, dengan sampel 77 responden yang didapat dengan rumus *slovin* pada PT. P&P Lembah Karet Jl. By Pass sebanyak 330. Teknik pengambilan sampel yaitu menggunakan *non probability* sampling dengan *purposive* sampling. Metode analisis yang digunakan adalah analisis korelasi, regresi linear berganda dan analisis jalur (*Path Analysis*) SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Budaya Organisasi dan Motivasi secara parsial berpengaruh signifikan terhadap Kepuasan Kerja pada PT.P&P Lembah Karet dengan (Sig < 0,05). Serta juga hasil pengertian berdasarkan Uji Parsial (Uji t) diperoleh Budaya Organisasi, Motivasi, dan Kepuasan Kerja secara parsial berpengaruh signifikan terhadap Komitmen Organisasional pada PT.P&P Lembah Karet dengan (Sig < 0,05).

Kontribusi Budaya Organisasi dan Motivasi terhadap Kepuasan Kerja adalah sebesar 58,9% sisanya 40,1% dipengaruhi oleh variabel lain di luar penelitian ini. Kemudian Kontribusi Budaya Organisasi, Motivasi, dan Kepuasan Kerja terhadap variabel Komitmen Organisasional adalah sebesar 80,5% sisanya 19,5% dipengaruhi oleh variabel lain diluar penelitian ini.

Kata kunci : Budaya Organisasi, Motivasi, Kepuasan Kerja, Komitmen Organisasional.

ABSTRACT

Annisa Tu Khaira, No.BP 17101155310217, Management of the Faculty of Economics and Business (2021), The Influence of Organizational Culture and Motivation on Organizational Commitment with Job Satisfaction as an Intervening Variable at PT. P&P Lembah Karet Jl. By Pass, under the guidance of Mr. Robby Dharma, S.E., M.M and Mr. Rio Andhika Putra, S.H., M.M.

This study aims to examine how much influence organizational culture and motivation have on organizational commitment with job satisfaction. Methods of data collection through surveys and distributing questionnaires, with a sample of 77 respondents obtained by the Slovin formula at PT. P&P Lembah Karet Jl. By Pass as many as 330. The sampling technique is using non probability sampling with purposive sampling. The analytical method used is correlation analysis, multiple linear regression and path analysis (Path Analysis) SPSS 21.

The research results obtained based on the partial test (t test) showed that organizational culture and motivation partially had a significant effect on job satisfaction at PT.P & P Lembah Karet with (Sig <0.05). As well as the results of understanding based on the partial test (t test), it was found that Organizational Culture, Motivation, and Job Satisfaction partially had a significant effect on Organizational Commitment at PT.P & P Lembah Karet with (Sig <0.05).

The contribution of Organizational Culture and Motivation to Job Satisfaction is 58.9%, the remaining 40.1% is influenced by other variables outside of this study. Then the Contribution of Organizational Culture, Motivation, and Job Satisfaction to the Organizational Commitment variable is 80.5%, the remaining 19.5% is influenced by other variables outside of this study.

Keywords: Organizational Culture, Motivation, Job Satisfaction, Organizational Commitment.