

PENGARUH IKLIM ORGANISASI, PROMOSI JABATAN DAN KEPUASAN KERJA TERHADAP KOMITMEN KERJA KARYAWAN PT. FIVE JAYA ABADI

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh iklim organisasi, promosi jabatan dan kepuasan kerja secara parsial dan simultan terhadap Komitmen Kerja Karyawan PT. Five Jaya Abadi. Populasi dalam penelitian ini yaitu 45 Karyawan PT. Five Jaya Abadi dengan metode penarikan sampel menggunakan teknik sampel jenuh.. Dalam penelitian ini peneliti menggunakan teknik analisis data diantaranya uji asumsi klasik, uji regresi linier berganda, uji F dan Uji t. Hasil penelitian terdapat pengaruh signifikan variabel Iklim Organisasi terhadap variabel Komitmen Kerja, Terdapat pengaruh signifikan variabel Promosi Jabatan terhadap Komitmen Kerja, Terdapat pengaruh signifikan variabel Kepuasan Kerja terhadap variabel Komitmen Kerja dan variabel Iklim Organisasi, Promosi Jabatan dan Kepuasan Kerja terhadap Komitmen Kerja Karyawan Pada PT. Five Jaya Abadi terdapat pengaruh signifikan secara simultan. Perusahaan diharapkan selalu menganalisa terlebih dahulu keadaan serta kebutuhan perusahaan dalam setiap pengambilan keputusan mengenai iklim organisasi, promosi jabatan dan kepuasan kerja sehingga nantinya keputusan tersebut dapat meningkatkan komitmen kerja dan diharapkan perusahaan tetap selalu menjaga iklim organisasi, promosi jabatan dan kepuasan kerja agar terus dapat menjadi perusahaan dengan skala atau ukuran yang besar dimana skala ukuran yang besar tersebut nantinya dapat terus meningkatkan kinerja karyawan

Kata Kunci: iklim organisasi, promosi jabatan, kepuasan

THE INFLUENCE OF ORGANIZATIONAL CLIMATE, POSITION PROMOTIONS AND JOB SATISFACTION ON THE WORK COMMITMENT OF PT EMPLOYEES. FIVE JAYA ABADI

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ABSTRACT

This research aims to determine the influence of organizational climate, job promotion and job satisfaction partially and simultaneously on PT Employees' Work Commitment. Five Jaya Abadi. The population in this study was 45 employees of PT. Five Jaya Abadi with a sampling method using a saturated sampling technique. In this research the researcher used data analysis techniques including the classical assumption test, multiple linear regression test, F test and t test. The research results show that there is a significant influence of the Organizational Climate variable on the Work Commitment variable. There is a significant influence of the Position Promotion variable on Work Commitment. There is a significant influence of the Job Satisfaction variable on the Job Commitment variable and the Organizational Climate, Position Promotion and Job Satisfaction variables on Employee Work Commitment at PT. Five Jaya Abadi has a significant simultaneous influence. Companies are expected to always first analyze the conditions and needs of the company in every decision made regarding organizational climate, job promotion and job satisfaction so that later these decisions can increase work commitment and it is hoped that the company will always maintain the organizational climate, job promotion and job satisfaction so that it can continue to be a company. with a large scale or size where this large scale can continue to improve employee performance

Keywords: organizational climate, job promotion, satisfaction