

Pengaruh rules climate terhadap komitmen organisasi melalui kepuasan kerja pada peneliti di lembaga penelitian pemerintah = Rules climate and organizational commitment the mediating role of job satisfaction a study of researchers at the government research institute

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Abstrak

Data yang dikeluarkan LIPI menunjukkan adanya penurunan jumlah peneliti dari tahun ke tahun, banyaknya peneliti yang hijrah ke luar negeri atau berpindah ke organisasi penelitian swasta mengindikasikan adanya komitmen organisasi pada peneliti di lembaga penelitian pemerintah yang kurang maksimal. Dalam beberapa organisasi penerapan rules climate menjadi hal yang efektif untuk meningkatkan komitmen organisasi. Pada penelitian ini akan menguji hubungan antara rules climate secara langsung dan melalui kepuasan kerja terhadap komitmen organisasi peneliti di lembaga penelitian pemerintah. Melalui survei terhadap 175 orang peneliti di lembaga penelitian pemerintah dapat disimpulkan bahwa komitmen organisasi peneliti dapat ditingkatkan dengan menerapkan rules climate, namun selain hubungan langsung terdapat efek mediasi yang bermakna melalui kepuasan kerja.

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LIPI data released showed a decrease in the number of researchers over the years, many researchers who migrated abroad or move to a private research organization indicates the researchers in government research institutes organization's commitment are less than the maximum. In some organizations the implementations of rules climate become effective for improving organizational commitment. This research will examine the relationship between rules climate directly and through job satisfaction on organizational commitment researchers in government research institutes. Through a survey of 175 researchers in government research institutes can be concluded that organizational commitment researchers can be improved by applying rules climate, but in addition there is a direct connection through a significant mediating effect of job satisfaction.