

Analisis pengaruh kepuasan kerja dan keterikatan kerja terhadap komitmen organisasi: studi kasus pada pegawai negeri sipil yang bekerja di Badan Pengawasan Keuangan dan Pembangunan Pusat = Analysis the impact of job satisfaction and work engagement on organizational commitment: case study civil servants who work in the Financial and Development Supervisory Board

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh dari kepuasan kerja terhadap komitmen organisasi, pengaruh dari keterikatan kerja terhadap komitmen organisasi, dan pengaruh secara bersama-sama antara kepuasan kerja dan keterikatan kerja terhadap komitmen organisasi pada Pegawai Negeri Sipil di sebuah organisasi pemerintahan yaitu Badan Pengawasan Keuangan dan Pembangunan (BPKP) Pusat. Hipotesis di uji menggunakan data yang diambil dari 310 sampel PNS di BPKP Pusat dengan menggunakan kuesioner. Dalam penelitian ini, peneliti melakukan analisis deskriptif, uji beda mean (rata-rata), analisis regresi linier sederhana (simple regression) dan analisis regresi linier berganda (multiple regression analysis).

Selanjutnya, hasil yang didapatkan melalui regresi linier sederhana (simple regression) menunjukkan hipotesis pertama diterima, artinya terdapat pengaruh positif dan signifikan antara kepuasan kerja terhadap komitmen organisasi pada PNS di BPKP Pusat. Kemudian, untuk hipotesis kedua diterima, artinya terdapat pengaruh positif dan signifikan antara keterikatan kerja terhadap komitmen organisasi pada PNS di BPKP Pusat, dan hipotesis ketiga yang didapatkan melalui regresi linier berganda (multiple regression) juga diterima, artinya terdapat pengaruh secara bersama-sama antara kepuasan kerja dan keterikatan kerja terhadap komitmen organisasi pada PNS di BPKP Pusat.

.....This study aims to determine the effect of job satisfaction on organizational commitment, the effect of work engagement on organizational commitment, and joint effect between job satisfaction and work engagement on organizational commitment to civil servants in a government organization that is Financial and Development Supervisory Board. Hypotheses were tested using data taken from samples of 310 civil servants using questionnaires. In this study, the authors conducted a descriptive analysis, mean difference test, simple regression analysis, and multiple regression analysis.

Furthermore, the results obtained by simple regression showed the first hypothesis is accepted, it means there is positive and significant impact between job satisfaction on organizational commitment of civil servants in Financial and Development Supervisory Board. Then, the second hypothesis is accepted, it means there is positive and significant impact between work engagement on organizational commitment of civil servants in Financial and Development Supervisory Board, and the third hypothesis obtained by multiple regression was also accepted, it means there are joint impact between job satisfaction and work engagement on organizational commitment of civil servants in Financial and Development Supervisory Board.