

Pengaruh organizational identification terhadap job satisfaction yang dimediasi oleh work engagement: studi kasus pada kantor pusat PT. XYZ = The effect of organizational identification on job satisfaction mediated by work engagement: case study on head office of PT. XYZ

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh dari organizational identification terhadap job satisfaction yang dimediasi oleh work engagement pada PT XYZ. Responden dari penelitian ini adalah 120 orang karyawan di kantor pusat PT XYZ. Penelitian ini merupakan penelitian kuantitatif dengan desain deskriptif serta menggunakan structural equation modeling (SEM). Hasil dari penelitian ini menunjukkan bahwa organizational identification berpengaruh secara negatif dan signifikan terhadap job satisfaction, organizational identification berpengaruh secara positif dan signifikan terhadap work engagement, work engagement berpengaruh secara positif dan signifikan terhadap job satisfaction, dan work engagement memediasi pengaruh positif antara organizational identification dan job satisfaction.

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The aim of the research is to study the effect of organizational identification on job satisfaction mediated by work engagement on PT XYZ. The respondents of this study were 120 employees in head office of PT XYZ. This research is quantitative descriptive and using structural equation modeling (SEM). The results of this research found that organizational identification have negative and significant effect to job satisfaction, organizational identification have positive and significant effect to work engagement, work engagement have positive and significant effect to job satisfaction, and work engagement have a mediating impact on positive influence between organizational identification and job satisfaction.