

Pengaruh organisasi pembelajar, budaya organisasi dan komitmen organisasi terhadap kepuasan kerja anggota kepolisian Polres Metropolitan Jakarta Utara = The effect of learning organization organizational culture and organizational commitment towards employees job satisfaction of police officers at North Jakarta metropolitan resort police

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh organisasi pembelajar, budaya organisasi dan komitmen organisasi terhadap kepuasan kerja anggota kepolisian Polres Metropolitan Jakarta Utara. Organisasi pembelajar merupakan organisasi yang berusaha mentransformasikan dirinya sesuai dengan perkembangan lingkungan organisasi. Budaya organisasi adalah "shared values"; sebagai perwujudan nilai-nilai yang dibutuhkan bagi seluruh anggota organisasi untuk mendukung keberhasilan tujuan organisasi Polres Metropolitan Jakarta Utara. Budaya organisasi diharapkan dapat membangun komitmen dan kepuasan kerja anggota untuk mewujudkan tujuan organisasi. Penelitian ini mengambil sampel secara acak yaitu sebanyak 403 orang anggota polisi yang berada pada lingkungan Polres Metropolitan Jakarta Utara dan Polsek jajaran. Teknik analisis yang digunakan untuk menguji model pengaruh antara independent dan dependent variabel digunakan analisis SEM Structural Equation Modelling.

Hasil penelitian menemukan bahwa komitmen organisasi mempunyai pengaruh signifikan terhadap kepuasan kerja $r = 0.512$. Selanjutnya organisasi pembelajar mempunyai pengaruh signifikan terhadap kepuasan kerja $r = 0.271$. Dalam model SEM ditemukan bahwa budaya organisasi mempunyai pengaruh yang cukup kuat dan signifikan dengan organisasi pembelajar $r = 0.625$. Sedangkan variabel organisasi pembelajar mempunyai pengaruh yang signifikan terhadap komitmen organisasi $r = 0.271$. Budaya organisasi tidak mempunyai pengaruh yang signifikan baik terhadap kepuasan kerja dan komitmen organisasi.

Dari temuan dan analisis hasil penelitian ini dapat disimpulkan bahwa komitmen organisasi pembelajar perlu dikembangkan untuk meningkatkan kepuasan kerja anggota. Organisasi pembelajar perlu ditransformasikan ke dalam organisasi untuk mendukung kepuasan kerja anggota. Organisasi pembelajar juga perlu ditransformasikan ke dalam organisasi sehingga dapat mewujudkan komitmen anggota terhadap organisasi khususnya dalam membangun budaya belajar dalam organisasi Polres Metropolitan Jakarta Utara. This study was to examine the effect of learning organization, organizational culture, and organizational commitment towards employees job satisfaction of police officers at North Jakarta Metropolitan Resort Police. Learning organization is an organization which often transforming itself in relation to the environmental change. While organizational culture is a shared values of organizational members to create values which are needed to achieve the organizational success. Organizational culture was expected to build the organizational commitment and the employees job satisfaction to reach the organization objective. This study include 403 police officers randomly selected from Police Resort and Polsek office. To analyse the

model of effect especially between independent and dependent variables, this study used SEM Structural Equation Modelling.

The findings of the study indicated that the effect of organizational commitment was significant to the employees' job satisfaction $r = 0.512$. In addition, learning organization had a significant relationship to employee job satisfaction $r = 0.271$. In SEM model of analysis, it was also found that organizational commitment had a strong significant effect on organizational culture $r = 0.625$. While, learning organization was significantly affected by organizational commitment $r = 0.271$. Organizational culture was not significantly affected by organizational commitment and employees' job satisfaction.

Based on the findings and analysis, the study concluded that organizational commitment, learning organization need to be developed at Police Resort to improve the employee job satisfaction. Learning organization had to transform into the Police Resort to create employee job satisfaction. Learning organization was important to be transformed into the Police Resort to support the employees' organizational commitment, especially to build the learning and service culture within the police officer at North Metropolitan Police Resort.