

# Iklm Organisasi Dan Kepuasan Kerja: Studi Komparatif Antara Badan Intelijen Negara Dan Badan Intelijen Keamanan Polri Tesis = Organizational Climate and Job Satisfaction: A Comparative Study between State Intelligence Agency and Police Security Intelligence Agency

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## Abstrak

Penelitian ini membahas tentang perbedaan iklim organisasi dan kepuasan kerja dengan dimensi-dimensinya pada Badan Intelijen Negara dan Badan Intelijen Keamanan Polri serta pengaruh iklim organisasi terhadap kepuasan kerja anggota polisi pada kedua Badan Intelijen tersebut. Metode penelitian yang digunakan kuantitatif eksplanatif, yang mengkaji bagaimana responden mempersepsikan iklim organisasi dan kepuasan kerja dalam dua unit organisasi yang berbeda. Populasi penelitian 203 anggota polisi yang terdiri dari perwira maupun bintara yang bekerja pada Badan Intelijen Negara. Sementara dari Badan Intelijen Keamanan Polri sebanyak 728 anggota polisi baik yang berpangkat Komjen, Perwira, bintara dan Pegawai Negeri Sipil. Teknik pengumpulan data menggunakan kuesioner yang disebarluaskan kepada anggota polisi di kedua unit organisasi tersebut.

Hasil penelitian menunjukkan, bahwa (1) Iklim organisasi anggota Badan Intelijen Negara lebih tinggi dibandingkan anggota Badan Intelijen Keamanan Polri. Dari hasil uji statistik yang dilakukan dapat disimpulkan bahwa terdapat perbedaan variabel Iklim Organisasi yang signifikan antara Badan Intelijen Negara dengan Badan Intelijen Keamanan Polri; (2) Kepuasan kerja anggota Badan Intelijen Negara lebih tinggi dibandingkan anggota Badan Intelijen Keamanan Polri. Dari hasil uji statistik yang dilakukan dapat disimpulkan bahwa terdapat perbedaan variabel kepuasan kerja yang signifikan antara Badan Intelijen Negara dengan Badan Intelijen Keamanan Polri; (3) Berdasarkan hasil analisis regresi berganda, dapat disimpulkan bahwa pada anggota Badan Intelijen Negara, dimensi-dimensi Iklim organisasi terbukti berpengaruh signifikan terhadap Kepuasan Kerja dengan besar pengaruh sebesar 91,1%. Dari beberapa dimensi tersebut, dimensi yang paling dominan mempengaruhi kepuasan kerja adalah support & komitmen. Implementasi dari penelitian ini adalah untuk Badan Intelijen Keamanan Polri sebaiknya dapat lebih meningkatkan dimensi lainnya yang berkaitan dengan Iklim organisasi yang meliputi reward, struktur dan tanggung jawab, warmth, support & komitmen, standard, maupun risk & conflict, sehingga nilai iklim organisasi dalam Badan Intelijen Keamanan Polri pun dapat meningkat serta memiliki nilai yang tinggi seperti yang ada pada Badan Intelijen Negara. Dengan demikian, maka nilai kepuasan kerja dalam Badan Intelijen Keamanan Polri juga akan ikut meningkat.

.....The study discusses the differences in the context of organizational climate and job satisfaction with its dimensions between National Intelligence Agency and National Police Security Intelligence Agency as well as the influence of organizational climate on job satisfaction of police officers at the two intelligence agencies. The research employs the quantitative explanatory method which examines how respondents perceive organizational climate and job satisfaction in the two different organizational units. There are 931 respondents of the research: 203 officers, consisting of officers and NCOs working for National Intelligence Agency and 728 officers, ranging from police commissioner general, NCOs, to civil servants working for

the National Police Security Intelligence Agency. Data is gathered using questionnaires that are distributed to officers in both organizational units. The results of the study reveal that: (1) organizational climate of the members of State Intelligence Agency is higher than that of the members of the National Police Security Intelligence Agency. Based on the results of statistical tests, it can be concluded that there are significant differences in organizational climate variables between the State Intelligence Agency and the National Police Security Intelligence Agency; (2) job satisfaction of the members of the State Intelligence Agency is higher than that of the members of the National Police Security Intelligence Agency. Based on the results of statistical tests, it can be concluded that there are significant differences in job satisfaction variables between the State Intelligence Agency and the National Police Security Intelligence Agency; and (3) based on the results of multiple regression analysis, it can be concluded that for the members of the State Intelligence Agency, the dimensions of organizational climate proved to have a significant effect on job satisfaction with a large effect of 91.1%. The most dominant dimension influencing job satisfaction is support and commitment. The implementation of this research is that the National Police Security Intelligence Agency should be able to further improve other dimensions related to organizational climate which include rewards, structure and responsibility, warmth, support & commitment, standards, and risk & conflict, so that the value of the organizational climate within the Intelligence Agency Police security can also be increased and have a high value like that of the State Intelligence Agency. Thus, the value of job satisfaction in the Police Security Intelligence Agency will also increase.