

# Pengaruh Organizational Climate terhadap Job Performance melalui Workplace Happiness sebagai variable mediasi (Studi Pada Karyawan Kantor Pusat PT Bank Muamalat Indonesia Tbk) = The Influence of Organizational Climate on Job Performance through Workplace Happiness as a mediating variable (Study of PT Bank Muamalat Indonesia Tbk Head Office Employees)

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## Abstrak

Dalam lingkungan bisnis yang kompetitif, organisasi perlu memiliki kemampuan untuk menarik dan mempertahankan karyawan bertalenta dan memberikan dukungan untuk meningkatkan job performance. Job performance dapat ditingkatkan dengan adanya pengaruh dari organizational climate dan workplace happiness. Tujuan dari penelitian ini adalah untuk menganalisis pengaruh dari organizational climate terhadap job performance melalui workplace happiness sebagai variabel mediasi pada Karyawan PT Bank Muamalat Indonesia Tbk. Menggunakan pendekatan kuantitatif, penelitian ini menyebarkan kuesioner kepada 177 responden yang merupakan karyawan tetap non manajerial yang sudah bekerja minimal 1 tahun di kantor pusat PT Bank Muamalat Indonesia Tbk dengan teknik penarikan sampel berpurposive sampling. Analisis data dilakukan dengan analisis regresi, uji interaksi, dan uji sobel. Hasil penelitian yang diperoleh menunjukkan adanya pengaruh dari organizational climate terhadap job performance melalui workplace happiness sebagai variabel mediasi. Penelitian ini membuktikan bahwa organizational climate mampu memberikan pengaruh positif kepada workplace happiness yang memicu peningkatan secara signifikan pada job performance.

.....In a competitive business environment, organizations need to have the ability to attract and retain talented employees and provide support to improve job performance. Job performance can be improved by the influence of organizational climate and workplace happiness. The aim of this research is to analyze the influence of organizational climate on job performance through workplace happiness as a mediating variable for employees of PT Bank Muamalat Indonesia Tbk. Using a quantitative approach, this research distributed questionnaires to 177 respondents who had been employed in PT Bank Muamalat Indonesia Tbk as permanent non managerial employees for a minimum of one year at the head office of PT Bank Muamalat Indonesia Tbk using a purposive sampling technique. Data analysis was carried out using regression analysis, interaction tests, and sobel tests. The research results obtained show that there is an influence of organizational climate on job performance through workplace happiness as a mediating variable. This research proves that organizational climate is able to have a positive influence on workplace happiness which triggers a significant increase in job performance.