

ABSTRAK

Penelitian ini bertujuan untuk mengidentifikasi hubungan antara budaya organisasi dan komitmen pegawai melalui kepuasan kerja pada pegawai PT. Sucofindo (Persero) Cabang Jambi. Jenis penelitian yang digunakan adalah penelitian kuantitatif. Data yang dianalisa diperoleh melalui kuesioner yang diberikan kepada 57 responden, kemudian akan diolah menggunakan *software partial least square* (PLS). Terdapat empat tahapan analisa yang dilakukan, yaitu *outer model*, *inner model* dan pengujian hipotesis. Berdasarkan analisa yang dilakukan ditemukan bahwa terdapat hubungan yang positif dan signifikan antara budaya organisasi dan komitmen pegawai dengan nilai signifikan 0,005, budaya organisasi dan kepuasan kerja dengan nilai signifikan 0,003, kepuasan kerja dan komitmen dengan nilai signifikan 0,000 serta hubungan yang positif dan signifikan juga ditemukan pada hubungan budaya organisasi dan komitmen melalui kepuasan kerja dengan nilai signifikan 0,024. Hasil penelitian ini menunjukkan bahwa PT. Sucofindo (Persero) Cabang Jambi harus terus meningkatkan budaya kerja sehingga akan tercipta kepuasan kerja dan dengan sendirinya komitmen pegawai dapat terbentuk.

Kata Kunci : Budaya Organisasi, Komitmen pegawai, Kepuasan Kerja

ABSTRACT

This study aimed to identify the relationship between organizational culture and employee commitment of employees at PT. Sucofindo (Persero) Cabang Jambi through job satisfaction. The type of research using in this study was quantitative. The analyzed data were collected through questionnaire given to 57 participants. After that, they were analyzed using Partial Least Square (PLS) software. There were four steps in analyzing data, there were outer model, inner model and hypothesis testing. Based on data analyzing, it was found that organizational culture correlated positively and significantly with employee commitment with significance value 0,005. The same results were also found in correlation between organizational culture and job satisfaction with significance value 0,003, job satisfaction and employee commitment with significance value 0,000 and finally, there were positive and significant correlation between organizational culture and employee commitment through job satisfaction with significance value 0,026. This result of the study shows that PT. Sucofindo (Persero) Cabang Jambi must increase their organizational culture since it can create job satisfaction on their employees and automatically, employee commitment will be created.

Keyword: Organizational Culture, Employee Commitment, Job Satisfaction