

ABSTRAK

Tujuan penelitian ini untuk menganalisis pengaruh budaya organisasi, pemberdayaan, dan komitmen organisasional terhadap kepuasan kerja karyawan. Pengujian analisis menggunakan metode regresi berganda, serta pengujian hipotesis digunakan metode uji parsial uji t, didapati besaran probabilitas signifikan $< 0,05$ dengan kesimpulan Hipotesis diterima. Penetapan input data melalui lembar kuesioner dengan pengukuran menggunakan skala likert lima (5) jawaban tersedia sebagai alternatif.

Fokus obyek pada penelitian ini adalah pegawai PT. Bank OCBC Nisp Cabang Semarang. Data terfokus pada jumlah 100 responden yang menjadi obyek penelitian. Teknik pengambilan sampel menggunakan *total sample*.

Hasil penelitian menunjukkan bahwa (1) Budaya organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan (2) Pemberdayaan berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan (3) Komitmen organisasional berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan.

Kata Kunci: Budaya organisasi, pemberdayaan, komitmen organisasional, kepuasan kerja.

ABSTRACT

The purpose of this study was to analyze the influence of organizational culture, empowerment, and organizational commitment to employee job satisfaction. Test analysis using multiple regression methods, as hypothesis testing used partial test methods t test, found a significant probability of < 0.05 with the conclusion that the hypothesis is accepted. Determination of in data through a questionnaire sheet that is distributed legally, with the concept of measurement guided by the Likert scale five (5) answers available as an alternative.

The focus of the object of this research is PT. Bank OCBC Nisp Semarang Branch. The data focused on the number of 100 respondents who were the object of research. The sampling technique uses a total sample.

The results showed that (1) organizational culture had a positive and significant effect on employee job satisfaction (2) empowerment had a positive and significant effect on employee job satisfaction (3) organizational commitment had a positive and significant effect on employee job satisfaction.

Keywords: Organizational culture, empowerment, organizational commitment, job satisfaction.