

ABSTRAK

LASMA SIAGIAN. NIM. 8106131028. Hubungan Iklim Organisasi, Motivasi Kerja, dan Kepuasan Kerja dengan Komitmen Kerja Pegawai Universitas HKBP Nommensen Medan. Tesis. Program Pascasarjana Universitas Negeri Medan. 2014.

Penelitian ini bertujuan untuk mengetahui: (1) hubungan iklim organisasi dengan komitmen kerja pegawai; (2) hubungan motivasi kerja dengan komitmen kerja pegawai; (3) hubungan kepuasan kerja dengan komitmen kerja pegawai; dan (4) hubungan iklim organisasi, motivasi kerja, secara bersama-sama dengan komitmen kerja pegawai. Populasi penelitian adalah seluruh pegawai Universitas HKBP Nommensen Medan sebanyak 196 orang. Pengambilan sampel dilakukan dengan *proportional random sampling* dengan jumlah sampel sebanyak 126 orang. Metode penelitian yang digunakan adalah metode penelitian kuantitatif. Sebelum Penelitian ini dilakukan instrumen penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Instrumen angket komitmen kerja yang valid diperoleh 28 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,856. Instrumen angket iklim organisasi yang valid diperoleh 28 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,888. Instrumen angket motivasi kerja yang valid diperoleh 27 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,999. Instrumen angket kepuasan kerja yang valid diperoleh 27 dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,891. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara iklim organisasi dengan komitmen kerja sebesar $r_{y1.23} = 0,541 > r_{tabel} = 0,176$ dan $t_{hitung} = 7,105 > t_{tabel} = 1,645$; (2) terdapat hubungan yang berarti antara motivasi kerja dengan komitmen kerja sebesar $r_{y2.13} = 0,199 > r_{tabel} = 0,176$ dan $t_{hitung} = 2,243 > t_{tabel} = 1,645$; (3) terdapat hubungan yang berarti antara kepuasan kerja dengan komitmen kerja sebesar $r_{y3.12} = 0,317 > r_{tabel} = 0,176$ dan $t_{hitung} = 3,692 > t_{tabel} = 1,645$; dan (4) terdapat hubungan yang berarti antara iklim organisasi, motivasi kerja, dan kepuasan kerja dengan komitmen kerja sebesar $R_{y(123)} = 0,763 > r_{tabel} = 0,176$ dan $F_{hitung} = 56,8 > F_{tabel} = 4,79$. Hasil penelitian menyimpulkan bahwa iklim organisasi, motivasi kerja, dan kepuasan kerja secara bersama-sama memberikan sumbangan sebesar 58,2% terhadap komitmen kerja pegawai Universitas HKBP Nommensen Medan, dan sisanya ditentukan faktor lain. Dengan demikian iklim organisasi, motivasi kerja, dan kepuasan kerja mempengaruhi peningkatan komitmen kerja pegawai.

ABSTRACT

LASMA SIAGIAN. NIM. 8106131028. Relation Organizational Climate, Work Motivation and Job Satisfaction with Work Employee Commitment HKBP Nommensen University. Thesis. Postgraduate, State University of Medan. 2014.

This study aimed to determine: (1) the relationship of organizational climate with employee commitment; (2) the relationship work motivation and employee commitment; (3) the relationship of job satisfaction to employee commitment; and (4) the relationship of organizational climate, job motivation, together with employee commitment. The study population was all employees of the University HKBP Nommensen field by 196 people. Sampling was done by proportional random sampling with a sample size of 126 people. The research method used is quantitative research methods. Before the study was conducted prior research instruments tested, followed by testing the validity and reliability testing. Instruments of work commitments valid questionnaires obtained 28 of the 30 items questionnaire items were tested, and the reliability coefficient of 0,856. Instrument valid organizational climate questionnaire obtained 28 points of the 30 items tested questionnaire, and a reliability coefficient of 0,888. Instruments motivation questionnaire obtained a valid work item 27 of the 30 items tested questionnaire, and the reliability coefficient of 0,999. Instrument valid job satisfaction questionnaire obtained 27 of the 30 items questionnaire were tested, and the reliability coefficient of 0,891. Based on the hypothesis testing can be concluded: (1) there is a significant relationship between organizational climate with a work commitment of $r_{y1.23} = 0,541 > r_{tabel} = 0,176$ and $t_{count} = 7,105 > t_{tabel} = 1,645$; (2) there is a significant relationship between work motivation and commitment to work of $r_{y2.13} = 0,199 > r_{tabel} = 0,176$ and $t_{count} = 2,243 > t_{tabel} = 1,645$; (3) there is a significant relationship between job satisfaction and work commitment of $r_{y3.12} = 0,317 > r_{tabel} = 0,176$ and $t_{count} = 3,692 > r_{tabel} = 1,645$; and (4) there is a significant relationship between organizational climate, work motivation, and job satisfaction and work commitment of $R_{y(123)} = 0,763 > r_{tabel} = 0,176$ and $F_{count} = 56,8 > F_{tabel} = 4,79$. The research concludes that organizational climate, work motivation, and job satisfaction together contributed 58,2% of the employee's commitment HKBP Nommensen University Field, and the rest are determined other factors. Thus the organizational climate, work motivation, and job satisfaction affects the increase in employee commitment.