

ABSTRAK

TORANGI SIBURIAN.NIM. 8146132025.” Pengaruh Budaya Organisasi ,dan Kepuasan Kerja terhadap Komitmen Organisasi Guru SMP Negeri Kecamatan Sunggal .”Tesis Program Pasca Sarjana Universitas Negeri Medan. Hasil dari penelitian ini ditemukan : (1)Terdapat pengaruh Budaya Organisasi terhadap kepuasan kerja guru (2) terdaapat pengaruh budaya organisasi terhadap komitmen organisasi guru (3) terdapat pengaruh budaya oraganisasi, dan kepuaan kerja terhadap komitmen organisasi guru. Subjek penelitian adalah Guru SMP Negeri di Kecamatan Sunggal dengan jumlah sampel sebanyak 144 orang.Pengambilan sampel dilakukan dengan Proportional Random Sampling, dengan menggunakan Nomogram Harry King didasarkan atas asumsi bahwa populasi berdistribusi normal. Metode peneliyian bersifat deskriptif yang bertujuan untuk memperoleh informasi tentang suatu gejala pada saat penlitian dilakukan.

Bedasarkan hasil pengujian ini dapat dikemukakan bahwa pengaruh budaya organisasi secara langsung terhadap kepuasan kerja adalah 36,4% dan variabel-variabel lainnya (residu) memberi pengaruh sebesar 78,1% terhadap kepuasan kerja, pengaruh budaya organisai secara langsung terhadap komitmen organisasi adalah 50,4% dan variabel lainnya (residu) memberi pengaruh sebesar 78,1% selain budaya organisasi. Pengaruh langsung kepuasan kerja terhadap komitmen organisasi adalah 29,8% .

Kata Kunci: Budaya Organisasi ,Kepuasan Kerja dan Komitmen Organisasi

ABSTRACT

TORANGI SIBURIAN.NIM. 8146132025. "The Influence of Organizational Culture, and Job Satisfaction of the Organization Commitment of Junior High School Teachers of Sunggal Subdistrict." Graduate Program Thesis of State University of Medan. The results of this study were found: (1) There is an influence of Organizational Culture on teacher work satisfaction (2) There is influence of organizational culture to organizational commitment of teacher (3) there is influence of organizational culture, and job satisfaction to teacher organization commitment. The subjects of this study were Junior High School Teachers in Sunggal Sub-district with a total sample of 144 people. Sampling was conducted by Proportional Random Sampling, using the Nomogram of Harry King based on the assumption that the population is normally distributed. Research method is descriptive that aims to obtain information about a symptom at the time of research done.

Based on the results of this test can be stated that the influence of organizational culture directly to job satisfaction is 36.4% and other variables (residue) gives the effect of 78.1% on job satisfaction, organizational culture influence directly on organizational commitment is 50, 4% and other variables (residues) had an effect of 78.1% in addition to organizational culture. The direct effect of job satisfaction on organizational commitment is 29.8%.

Keywords: Organizational Culture, Job Satisfaction and Organizational Commitment