

## ABSTRAK

**Susan Sry Rejeki Boangmanalu. NIM 8176132016. Pengaruh Budaya Organisasi, Kepuasan Kerja, Dan Motivasi Kerja Terhadap Komitmen Kerja Guru Sekolah Dasar Di Kecamatan Salak Kabupaten Pakpak Bharat.**

Penelitian ini bertujuan untuk mengetahui : (1) pengaruh budaya organisasi terhadap komitmen kerja guru SD di Kabupaten Pakpak Bharat, (2) pengaruh motivasi kerja terhadap komitmen kerja guru SD di Kabupaten Pakpak Bharat (3) pengaruh kepuasan kerja terhadap komitmen kerja guru SD di Kabupaten Pakpak Bharat. Populasi penelitian ini adalah guru SD di kecamatan Salak sebanyak 52 orang. Pengambilan sampel dilakukan dengan *Non Probability Sampling*. Metode penelitian ini adalah metode penelitian kuantitatif yang bersifat analisis jalur (*path analysis*) yang bertujuan untuk menguji teori dan memperoleh informasi tentang pendidikan. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh positif antara budaya organisasi terhadap komitmen kerja sebesar 14,7% (2) terdapat pengaruh positif antara motivasi kerja terhadap komitmen kerja guru sebesar 27,63% (3) terdapat pengaruh positif antara kepuasan kerja terhadap komitmen kerja guru sebesar 7,29% . Maka untuk meningkatkan komitmen kerja guru perlu adanya peningkatan budaya organisasi, motivasi kerja, kepuasan kerja.

Kata kunci : *budaya organisasi, motivasi kerja, kepuasan kerja, komitmen kerja*



## ABSTRACT

**Susan Sry Rejeki Boangmanalu. NIM 8176132016. Influence of Organizational Culture, Job Satisfaction, And Work Motivation On Work Commitment of Elementary School Teachers in Salak Subdistrict, Pakpak Bharat Regency.**

This study aims to find out: (1) the influence of organizational culture on the work commitment of elementary school teachers in Pakpak Bharat District, (2) the influence of work motivation on the work commitment of elementary school teachers in Pakpak Bharat District (3) the influence of job satisfaction on the work commitment of elementary school teachers in Pakpak Bharat District. The population of this study is elementary school teachers in Salak sub-district as many as 52 people. Sampling is done with Non Probability Sampling. This research method is a quantitative research method that is path analysis that aims to test the theory and obtain information about education. Based on hypothesis testing can be concluded: (1) there is a positive influence between the organizational culture and the work commitment of 14.7% (2) there is a positive influence between work motivation and teacher work commitment as large as 27.63% (3) there is a positive influence between job satisfaction and teacher work commitment of 7.29% . So to increase the work commitment of teachers there needs to be an improvement in organizational culture, work motivation, job satisfaction.

Keywords : *organizational culture, work motivation, job satisfaction, work commitment*

