

## **ABSTRACT**

**JONATHAN IMMANUEL EFRATA GULO. The Effect of Job Satisfaction on the Organizational Commitment of Public Elementary School Teachers at Perumnas Mandala, Medan Denai District, Medan City for the 2022/2023 Academic Year. Skripsi. Medan: Faculty of Education State Universitas of Medan, July 2023.**

This research was conducted with the aim of knowing the effect of job satisfaction on the organizational commitment of public elementary school teachers at Perumnas Mandala, Medan Denai District, Medan City for the 2022/2023 Academic Year. The problem of this research is formulated as how are the tendencies of job satisfaction and organizational commitment of elementary school teachers in Perumnas Mandala, Medan Denai District, Medan City for the 2022/2023 Academic Year?. The population of this study was conducted at public elementary school teachers in Medan Denai District for the 2022/2023 academic year with a total population of 69 people and a sample of 59 people. Data were collected using the non-test technique and then the data were analyzed using simple regression. The results of the study found that the tendency for teacher job satisfaction was satisfied, because as many as 40 people (67.80%) had a level of job satisfaction classified as satisfied. Furthermore, the results of the study also found that the tendency for teacher organizational commitment was high, because as many as 30 people (50.85%) had a high level of organizational commitment. In addition, the results of this study found a correlation coefficient between job satisfaction and teachers' organizational commitment.

**Keywords: Job Satisfaction, Organizational Commitment**

## **ABSTRAK**

**JONATHAN IMMANUEL EFRATA GULO. Pengaruh Kepuasan Kerja Terhadap Komitmen Organisasi Guru SD Negeri di Perumnas Mandala Kecamatan Medan Denai, Kota Medan Tahun Ajaran 2022/2023. Medan: Fakultas Ilmu Pendidikan Universitas Negeri Medan, Juli 2023.**

Penelitian ini dilaksanakan dengan tujuan untuk mengetahui pengaruh kepuasan kerja terhadap komitmen organisasi guru SD Negeri di Perumnas Mandala Kecamatan Medan Denai, Kota Medan Tahun Ajaran 2022/2023. Permasalahan penelitian ini dirumuskan sebagai bagaimana kecenderungan kepuasan kerja dan komitmen organisasi guru SD di Perumnas Mandala, Kecamatan Medan Denai, Kota Medan Tahun Ajaran 2022/2023?. Populasi penelitian ini dilakukan pada guru SD Negeri di Kecamatan Medan Denai Tahun Ajaran 2022/2023 dengan jumlah populasi 69 orang dan sampel sebanyak 59 orang. Data dikumpulkan dengan menggunakan teknik nontes seterusnya data dianalisis dengan menggunakan regresi sederhana. Hasil penelitian menemukan bahwa kecenderungan kepuasan kerja guru adalah puas, karena sebanyak 40 orang (67,80%) memiliki tingkat kepuasan kerja tergolong puas. Selanjutnya, hasil penelitian juga menemukan bahwa kecenderungan komitmen organisasi guru adalah tinggi, karena sebanyak 30 orang (50,85%) memiliki tingkat komitmen organisasi tergolong tinggi. Selain itu, hasil penelitian ini menemukan koefisien korelasi antara kepuasan kerja dengan komitmen organisasi guru.

**Kata Kunci : Kepuasan Kerja, Komitmen Organisasi**