

ABSTRAK

Rizal, Akhmad. 2022. Skripsi. **Kepuasan Kerja, Kepemimpinan dan Komitmen Organisasi Terhadap Kinerja Karyawan PT. Ngoro Hui Ding Mojokerto.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan terhadap PT. Ngoro Hui Ding Plastic Mojokerto dengan tujuan untuk mengetahui “Pengaruh Kepuasan Kerja, Kepemimpinan dan Komitmen Organisasi secara simultan, parsial dan dominan terhadap Kinerja Karyawan PT. Ngoro Hui Ding Plastic Mojokerto”.

Jenis penelitian yang digunakan adalah kuantitatif, dengan variabel independen (bebas) Kepuasan Kerja (X1), Kepemimpinan (X2) dan Komitmen Organisasi (X3) dan variabel dependen (terikat) Kinerja Karyawan (Y). Jumlah sampel sebanyak 30 orang diperoleh dari populasi yang berjumlah 90 orang dengan menggunakan sampel kuota yaitu penentuan sampel ditentukan oleh peneliti. Metode analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, koefisien determinasi (Adjusted R square), pengujian hipotesis yang terdiri dari uji f, uji t, dan uji dominan.

Hasil penelitian menunjukkan bahwa Kepuasan Kerja (X1), Kepemimpinan (X2) dan Komitmen Organisasi (X3) berpengaruh secara simultan terhadap Kinerja Karyawan (Y) PT. Ngoro Hui Ding Plastic Mojokerto dari perhitungan uji F diperoleh nilai $F_{hitung} 39,817 > F_{tabel} 2,975$. Selain itu hasil dari uji T menunjukkan bahwa secara parsial Kepuasan Kerja (X1) mempunyai pengaruh terhadap Kinerja Karyawan (Y) dari perhitungan uji t diperoleh nilai $t_{hitung} 3,012 > t_{tabel} 1,706$, Kepemimpinan (X2) mempunyai pengaruh terhadap Kinerja Karyawan (Y) dari perhitungan uji t diperoleh nilai $t_{hitung} 6,610 > t_{tabel} 1,706$ dan Komitmen Organisasi (X3) memiliki pengaruh terhadap Kinerja Karyawan (Y) dari perhitungan uji t diperoleh nilai $t_{hitung} 4,845 > t_{tabel} 1,706$. Dan variabel yang paling dominan pengaruhnya terhadap Kinerja Karyawan adalah Kepemimpinan (X1).

Kata Kunci: Kepuasan Kerja, Kepemimpinan, Komitmen Organisasi dan Kinerja

ABSTRACT

*Rizal, Akhmad. 2022. Thesis. **Job Satisfaction, Leadership and Organizational Commitment to Employee Performance at PT. Ngoro Hui Ding Mojokerto.** Management Study Program, Faculty of Economics, Panca Marga University Probolinggo.*

This research was conducted on PT. Ngoro Hui Ding Plastic Mojokerto with the aim of knowing “The influence of job satisfaction, leadership and organizational commitment simultaneously, partially and dominantly on the performance of employees of PT. Ngoro Hui Ding Plastic Mojokerto”.

The type of research used is quantitative, with the independent variable (free) Job Satisfaction (X1), Leadership (X2) and Organizational Commitment (X3) and the dependent variable (bound) Employee Performance (Y). The number of samples as many as 30 people was obtained from a population of 90 people using a quota sample, namely the determination of the sample was determined by the researcher. The data analysis method used validity test, reliability test, classical assumption test, multiple linear regression analysis, coefficient of determination (adjuted R square), hypothesis testing consisting of f test, t test, and dominant test.

The results showed that Job Satisfaction (X1), Leadership (X2) and Organizational Commitment (X3) had a simultaneous effect on Employee Performance (Y) PT. Ngoro Hui Ding Plastic Mojokerto from the calculation of the F test obtained the value of $f_{count} 39.817 > f_{table} 2.975$. In addition, the results of the T test indicate that partially Job Satisfaction (X1) has an influence on Employee Performance (Y) from the t-test calculation, the t-test value is $3.012 > t_{table} 1.706$, Leadership (X2) has an influence on Employee Performance (Y) from the test calculation t value obtained count 6,610 table 1,706 and Organizational Commitment (X3) has an influence Employee Performance (Y) from the t test calculation obtained tcount value 4,845 ftable 1,706. And the variable with the most dominant influence on Employee Performance is Leadership (X1).

Keywords: *Job Satisfaction, Leadership, Organizational Commitment and Performance*