

## **ABSTRAK**

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### **PENGARUH BUDAYA ORGANISASI DAN KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KEPUASAN KERJA KARYAWAN GENERASI MILENIAL DI SURABAYA**

(xv + 162 halaman : 1 gambar ; 57 jumlah tabel ; 11 lampiran)

Manfaat kepuasan kerja pada karyawan sangat penting mengingat hal tersebut berkaitan dengan kesuksesan perusahaan. Penelitian bertujuan untuk mengetahui pengaruh budaya organisasi dan kepemimpinan transformasional terhadap kepuasan kerja karyawan milenial di Surabaya. Pengambilan sampel menggunakan teknik *purposive sampling* melalui penyebaran kuesioner terhadap 69 karyawan generasi milenial di Surabaya. Penelitian kuantitatif ini dianalisis dengan regresi. Instrumen penelitian ada tiga macam skala, yaitu skala kepuasan kerja ( $\alpha=0,904$ ), skala budaya organisasi ( $\alpha=0,864$ ) dan skala kepemimpinan transformasional ( $\alpha=0,895$ ). Penelitian memiliki norma kategorisasi yang tergolong tinggi sehingga karyawan diharapkan untuk mempertahankan hal tersebut, dan bila perlu terus ditingkatkan agar kepuasan kerja pada karyawan semakin meningkat.

Referensi : 25 (1994-2019).

## ***ABSTRACT***

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### ***THE EFFECT OF ORGANIZATIONAL CULTURE AND TRANSFORMATIONAL LEADERSHIP ON MILLENIAL EMPLOYEE JOB SATISFACTION IN SURABAYA***

*(xv + 162 pages : 1 image ; 57 tables ; 11 attachments)*

The benefits of job satisfaction for employees are very important considering that it is related to company success. The study aims to determine the effect of organizational culture and transformational leadership on job satisfaction of millennial employees in Surabaya. Sampling using purposive sampling technique through distributing questionnaires to 69 millennial generation employees in Surabaya. This quantitative study was analyzed by regression. There are three kinds of research instruments, namely the scale of job satisfaction ( $\alpha = 0.904$ ), the scale of organizational culture ( $\alpha = 0.864$ ) and the scale of transformational leadership ( $\alpha = 0.895$ ). Research has categorical norms that are classified as high so that employees are expected to maintain this, and if necessary, continue to be improved so that job satisfaction on employees increases.

*References : 25 (1994-2020).*