

ABSTRACT

Reyner Ritchie (01011170396)

ORGANIZATIONAL CULTURE (SUPPORTIVE CULTURE, INNOVATIVE CULTURE AND BUREAUCRATIC CULTURE) AS MODERATOR BETWEEN EFFECTIVE COMMITMENT AND JOB SATISFACTION IN CONTRACTOR COMPANIES,

(xii + 130 pages; 3 pictures; 24 tabel; 9 graphics; 11 appendix)

This study aims to determine whether organizational culture (supporting culture, innovative culture and bureaucratic culture) moderate affective commitment and job satisfaction. Based on these objectives, hypotheses emerged, namely: (1) affective commitment will be positively related to job satisfaction; (2) a supportive culture will moderate the influence between affective commitment and job satisfaction; (3) Innovative culture will moderate the influence between affective commitment and Job Satisfaction; (4) Bureaucratic culture will moderate the influence between affective commitment and job satisfaction. This research was shown to employees at a contractor company, Indonesia with a total of 100 respondents consisting of 84% male respondents and 16% female respondents. The instrument used for data collection was a questionnaire, which consists of 25 indicators. Testing of the questionnaire was carried out by testing its validity and reliability. Furthermore, the tool used in data analysis is PLS-SEM 3.0. The findings reveal that there is a positive influence between affective commitment and job satisfaction. There is a negative influence between the Supportive Culture variable moderating the influence between Affective Commitment and Job Satisfaction. The positive influence between the Bureaucratic Culture variable moderates the influence between Affective Commitment and Job Satisfaction.

Refference: 60 (2001-2017)

Keyword: *Organizational Culture, Affective commitment, Job satisfaction*

ABSTRAK

Reyner Ritchie (01011170396)

BUDAYA ORGANISASI (BUDAYA PENDUKUNG, BUDAYA INOVATIF DAN BUDAYA BIROKRATIK) SEBAGAI MODERATOR ANTARA *AFFECTIVE COMMITMENT* DAN KEPUASAN KERJA DI PERUSAHAAN KONTRAKTOR

(xii + 130 halaman; 3 gambar; 24 tabel; 9 grafik; 60 lampiran)

Penelitian ini bertujuan untuk mengetahui apakah budaya organisasi (budaya pendukung, budaya inovatif dan budaya birokratik) sebagai moderasi komitmen afektif dan kepuasan kerja. Berdasarkan tujuan tersebut, muncul hipotesis yaitu: (1) Komitmen afektif akan berpengaruh positif dengan kepuasan kerja.; (2) Budaya suportif akan memoderasi pengaruh antara komitmen afektif dan kepuasan kerja.; (3) Budaya inovatif akan memoderasi pengaruh antara komitmen afektif dan *Job Satisfaction*.; (4) Budaya birokrasi akan memoderasi pengaruh antara komitmen afektif dan kepuasan kerja. Penelitian ini ditunjukkan kepada karyawan di Perusahaan kontraktor, Indonesia dengan jumlah responden sebanyak 100 orang yang terdiri dari 84% responden laki-laki dan 16% responden perempuan. Instrumen yang digunakan untuk pengumpulan data adalah kuesioner, yang terdiri dari 25 indikator. Pengujian terhadap kuesioner dilakukan dengan uji validitas dan reliabilitas. Selanjutnya, alat yang digunakan dalam analisis data adalah PLS-SEM 3.0. Hasil temuan mengungkapkan bahwa adanya pengaruh positif antara komitmen afektif dan kepuasan kerja., adanya pengaruh negatif antara variabel *Supportive Culture* memoderasi pengaruh antara *Affective Commitment* dan *Job Satisfaction*., adanya pengaruh positif antara variabel *Innovative Culture* memoderasi pengaruh antara *Affective Commitment* dan *Job Satisfaction*., adanya pengaruh positif antara variabel *Bureaucratic Culture* memoderasi pengaruh antara *Affective Commitment* dan *Job Satisfaction*.

Referensi: 37 (2001-2017)

Kata Kunci: *budaya organisasi, komitmen afektif, kepuasan kerja*