

## **ABSTRACT**

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The Effect of Work Environment, Job Satisfaction, and Work Stress on Organizational Commitment of Kindergarten and Elementary Teachers in School X at West Jakarta

(xiv + 91 pages: 13 pictures, 20 tables; 4 attachments)

As an educator, teacher is considered to play an important role in conducting classroom activities at school. In our society, teacher-student relationship is valued to be a key mechanism in maintaining children's learning process especially during kindergarten and elementary school period. Thus, it is important for school organizations to examine more on factors that influence teachers' willingness to loyalty work in the same school for a long period of time. This can help school authorities to preserve teachers' commitment towards the school organization as well as to manage the continuation of children's learning process in the school. For that purpose, this study was aimed to analyze the effect of work environment, work satisfaction, and work stress on organizational commitment of kindergarten and elementary teachers in school X at West Jakarta. Teachers at school X were recruited as participants using saturated sample method. Partial Least Square analysis was conducted using SmartPLS 3.0 Program to analyze the data. The result indicated that the work environment and work satisfaction has a positive effect on organizational commitment. While, work stress has a negative effect on organizational commitment.

**Key Words:** Work Environment, Job Satisfaction, Work Stress, Organizational Commitment

**References :** 50 (1999 – 2016)

## ABSTRAK

Errica Herjany (00000016735)

**Pengaruh Lingkungan Kerja, Kepuasan Kerja, dan Stres Kerja Terhadap Komitmen Organisasi Guru TK dan SD pada Sekolah X di Jakarta Barat**  
(xiv + 91 halaman: 13 gambar, 20 tabel; 4 lampiran)

Guru sebagai tenaga pendidik memiliki peran penting dalam kegiatan belajar di kelas. Pada tingkat kelas TK dan SD, hubungan guru dan siswa memengaruhi hasil belajar siswa. Faktor-faktor yang memengaruhi komitmen guru terhadap organisasi sekolah patut diketahui oleh penyelenggara sekolah agar guru dapat bekerja dalam kurun waktu yang panjang. Pengetahuan ini akan membantu penyelenggara sekolah mempertahankan komitmen guru terhadap organisasi sekolah selain juga menjaga keberlanjutan hasil belajar siswa. Selanjutnya penelitian ini bertujuan untuk mengetahui dan menganalisis apakah lingkungan kerja, kepuasan kerja, dan stres kerja berpengaruh terhadap komitmen organisasi guru TK dan SD pada sekolah X di Jakarta Barat. Metode sampel yang digunakan adalah sampel jenuh/sensus semua guru pada sekolah X. Analisis statistik yang digunakan dalam penelitian ini adalah Partial Least Square dengan bantuan program SmartPLS 3.0. Hasil penelitian membuktikan bahwa lingkungan kerja dan kepuasan kerja berpengaruh positif terhadap komitmen organisasi. Sebaliknya, stres kerja berpengaruh negatif terhadap komitmen organisasi.

Kata kunci: Lingkungan kerja, Kepuasan Kerja, Stres Kerja, Komitmen Organisasi

Referensi : 50 (1999 – 2016)