

ABSTRAK

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ANALISIS KEPUASAN KERJA DAN DAMPAKNYA TERHADAP KOMITMEN ORGANISASIONAL KARYAWAN USAHA MIKRO KECIL MENENGAH DI INDONESIA

(xi (halaman romawi) + 123 halaman; 8 gambar; 30 tabel)

Penelitian ini memiliki tujuan untuk melakukan pengujian terhadap pengaruh positif variabel *workplace spirituality*, variabel *procedural justice*, variabel *work locus of control*, variabel *employee job satisfaction*, terhadap variabel *employee organizational commitment*. Penelitian ini mempunyai lima variabel dengan Sembilan hipotesis, dan karyawan UMKM di Indonesia menjadi sampel dari penelitian. Penguji melakukan pengujian dengan *outer model* dan *inner model*, dimana *outer model* dilakukan dengan menguji validitas dengan validitas konvergen dan validitas diskriminan, serta pengujian terhadap reliabilitas dilakukan melalui nilai *cronbach's alpha* dan juga *composite reliability*. Sedangkan validitas konvergen dilihat melalui nilai *factor loading* dan AVE, serta validitas diskriminan dilihat melalui nilai *cross loading*, *fornell-lacker criterion*, dan *heterotrait-monotrait ratio* (HTMT). Inner model dilakukan melalui nilai *R-Square*, *T-Statistik*, serta *P-Values*. Selanjutnya agar dapat mengetahui hubungan diantara variabel, maka dilakukan pengujian hipotesis dengan *structural equation model*. Penelitian ini menghasilkan hubungan positif antar semua variabel, kecuali hubungan variabel *workplace spirituality* dengan *employee job satisfaction* dan hubungan tidak langsung yang dimediasi oleh variabel *work locus of control* terhadap variabel *workplace spirituality* dengan *employee job satisfaction*. Dengan penelitian ini, diharapkan dapat memberikan kontribusi secara teoritis bagi teori Social Exchange dan juga kontribusi manajerial bagi pemerintahan dan institusi Pendidikan.

Kata Kunci: *workplace spirituality, procedural justice, work locus of control, employee job satisfaction, employee organizational commitment*

Referensi: 114 (1960-2021)

ABSTRACT

JOB SATISFACTION'S ANALYSIS AND THE IMPACT TO EMPLOYEE ORGANISATIONAL COMMITMENT SMALL MEDIUM ENTERPRISE IN INDONESIA

(xi (romans pages) + 123 pages; 8 pictures; 30 tables)

This study aims to test the positive effect of workplace spirituality variables, procedural justice variables, work locus of control variables, employee job satisfaction variables, and employee organizational commitment variables. This study has five variables with nine hypotheses, and SME employees in Indonesia are the sample of this research. The researched used outer model and inner model, where the outer model was done by testing the validity with convergent validity and discriminant validity, and testing for reliability was done through Cronbach's alpha values and also composite reliability. Meanwhile, convergent validity is seen through the value of factor loading and AVE, and discriminant validity is seen through the value of cross loading, Fornell-lacker criterion, and heterotrait-monotrait ratio (HTMT). Inner model is done by using the value of R-Square, T-Statistics, and P-Values. Furthermore, in order to find out the relationship between variables, hypothesis testing was carried out with a structural equation model. This research resulted to a positive relationship between all variables, except for the relationship between workplace spirituality variable with employee job satisfaction and indirect relationship mediated by the work locus of control variable on the workplace spirituality variable with employee job satisfaction. This research is expected to give contribution on social exchange theory, as well as managerial contribution to the government and educational institutions.

Keywords: *workplace spirituality, procedural justice, work locus of control, employee job satisfaction, employee organizational commitment*

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