

ABSTRAK

Merdika Agustiasih (01619200035)

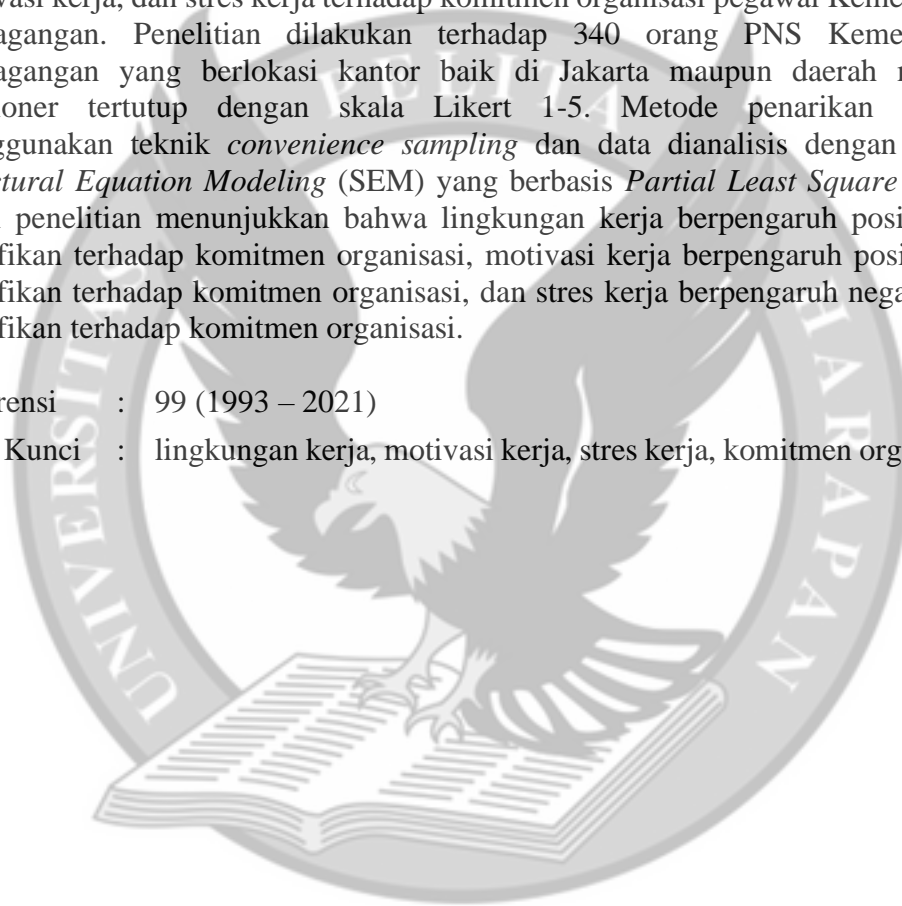
PENGARUH LINGKUNGAN KERJA, MOTIVASI KERJA, DAN STRES KERJA TERHADAP KOMITMEN ORGANISASI PEGAWAI KEMENTERIAN PERDAGANGAN

(xv + 170 halaman; 20 gambar; 11 tabel; 6 lampiran)

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja, motivasi kerja, dan stres kerja terhadap komitmen organisasi pegawai Kementerian Perdagangan. Penelitian dilakukan terhadap 340 orang PNS Kementerian Perdagangan yang berlokasi kantor baik di Jakarta maupun daerah melalui kuesioner tertutup dengan skala Likert 1-5. Metode penarikan sampel menggunakan teknik *convenience sampling* dan data dianalisis dengan teknik *Structural Equation Modeling* (SEM) yang berbasis *Partial Least Square* (PLS). Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap komitmen organisasi, motivasi kerja berpengaruh positif dan signifikan terhadap komitmen organisasi, dan stres kerja berpengaruh negatif dan signifikan terhadap komitmen organisasi.

Referensi : 99 (1993 – 2021)

Kata Kunci : lingkungan kerja, motivasi kerja, stres kerja, komitmen organisasi



ABSTRACT

Merdika Agustiasih (01619200035)

THE EFFECT OF WORK ENVIRONMENT, WORK MOTIVATION, AND WORK STRESS ON ORGANIZATIONAL COMMITMENT OF MINISTRY OF TRADE EMPLOYEES

(xv + 170 pages; 20 pictures; 11 tables; 6 appendixes)

This study aims to analyze the effect of work environment, work motivation, and work stress on the organizational commitment of the Ministry of Trade employees. The study was conducted on 340 civil servants of the Ministry of Trade located in Jakarta and regional offices through a closed questionnaire with a Likert scale of 1-5. The sampling method used a convenience sampling technique, and the data were analyzed using a Structural Equation Modeling (SEM) technique based on Partial Least Square (PLS). The results showed that the work environment has a positive and significant effect on organizational commitment, work motivation has a positive and significant effect on organizational commitment, and work stress has a significant and negative effect on organizational commitment.

Reference : 99 (1993 – 2021)

Keywords : work environment, work motivation, work stress, organizational commitment

