

ABSTRACT

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THE INFLUENCE OF ORGANIZATION CLIMATE AND JOB DESCRIPTION TOWARDS EMPLOYEE JOB SATISFACTION AT CV SATELIT BRAYAN, MEDAN

(xvi + 80 pages; 6 figures; 23 tables; 6 appendixes)

Dissatisfaction of employees at this company CV Satelit Brayan, Medan looks of employee turnover that has increased since 2019 until 2021. The objective of this study is to investigate organization climate and job description have influence towards employee job satisfaction.

Organization climate and job description have an important role in shaping employee job satisfaction. Organization climate and job description are highly connected with employee job satisfaction and company profitability.

This research was conducted using quantitative, descriptive, and causal. The total of population and sample is 32 employees through sensus sampling. Data is collected by distributing questionnaires, interview and documentation.

Conclusion in this study obtained that the three hypotheses are accepted. Organization climate has influence towards employee job satisfaction, Job description has influence towards employee job satisfaction and Organization climate and job description have influence towards employee job satisfaction. The coefficient of determination is 0.611 or 61.1 %. This research also passed the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, linearity test, multiple linear regression test and the equation is $Y = 7.308 + 0.175 X1 + 0.249 X2 + e$.

Recommendations for the company management can pay attention to company policies that make it easier and support employees in work, such as attendance licensing that is facilitated if it is qualified and job descriptions, they should be attached clearly, on target, and in detail so that employees can carry out work in accordance with the work procedures applied in the company.

Keywords: Organization Climate, Job Description Job Satisfaction

References: 35 (2017-2022)

ABSTRAK

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PENGARUH IKLIM ORGANISASI DAN DESKRIPSI PEKERJAAN TERHADAP KEPUASAN KERJA KARYAWAN DI CV SATELIT BRAYAN, MEDAN

(xvi+ 80 halaman; 6 gambar; 23 tabel; 6 lampiran)

Ketidakpuasan karyawan di perusahaan ini CV Satelit Brayan, Medan terlihat dari perputaran karyawan yang meningkat sejak 2019 hingga 2021. Penelitian ini bertujuan untuk mengetahui iklim organisasi dan deskripsi pekerjaan yang berpengaruh terhadap kepuasan kerja karyawan di CV Satelit Brayan, Medan.

Iklim organisasi dan deskripsi pekerjaan memiliki peran penting dalam membentuk kepuasan kerja karyawan. Iklim organisasi dan deskripsi pekerjaan sangat berkaitan dengan kepuasan kerja karyawan dan profitabilitas perusahaan.

Penelitian ini dilakukan dengan menggunakan metode kuantitatif, deskriptif, dan kausal. Jumlah populasi dan sampel adalah 32 karyawan melalui sensus sampling. Data dikumpulkan dengan menyebarkan kuesioner, wawancara dan dokumentasi.

*Kesimpulan dalam penelitian ini diperoleh bahwa ketiga hipotesis tersebut adalah *acceptet*, Iklim Organisasi berpengaruh terhadap kepuasan kerja karyawan di CV Satelit Brayan, Medan, Deskripsi Pekerjaan berpengaruh terhadap kepuasan kerja karyawan di CV Satelit Brayan, Medan dan Iklim Organisasi serta deskripsi pekerjaan berpengaruh terhadap kepuasan kerja karyawan di CV Satelit Brayan, Medan. Koefisien determinasi adalah 0,611 atau 61,1%. Penelitian ini juga lolos uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, uji linieritas, uji regresi linier berganda dan persamaan $Y = 7,308 + 0,175 x_1 + 0,249 x_2 + e$.*

Rekomendasi untuk manajemen perusahaan dapat memperhatikan kebijakan perusahaan yang memudahkan dan mendukung karyawan dalam bekerja, seperti perizinan kehadiran yang difasilitasi jika sudah memenuhi syarat dan deskripsi pekerjaan, mereka harus dilampirkan dengan jelas, tepat sasaran, dan detail sehingga karyawan dapat melaksanakan pekerjaan sesuai peraturan.

Kata kunci : Iklim Organisasi, Deskripsi Pekerjaan, Kepuasan Kerja
Referensi: 35 (2017-2022)