

## ABSTRAK

Vina Alga Wijaya (01016190006)

### **PENERAPAN KOMITMEN KERJA DAN MOTIVASI KERJA MENUJU OPTIMALISASI KEPUASAN KERJA MELALUI KINERJA KARYAWAN DI PT XYZ MALL JAKARTA**

(XIII + 96 halaman; 5 gambar, 23 Tabel, 5 lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh komitmen kerja (*Job Commitmen*) dan motivasi kerja (*Job Motivation*) terhadap kepuasan kerja (*Job Satisfaction*) melalui kinerja karyawan (*Employee performance*). Metode penelitian yang dilakukan adalah kuantitatif dengan analisis data regresi berganda dan PLS-SEM untuk menguji hipotesis. Sampel yang diambil adalah sebanyak 204 sampel dengan menggunakan probability sampling dan pengumpulan data dengan menyebarkan E-kuesioner kepada karyawan PT XYZ Mall Jakarta. Hasil pengujian hipotesis menunjukkan bahwa *Job Commitment* berpengaruh positif dan signifikan terhadap *Employee Performance*, *Job Motivation* berpengaruh positif dan signifikan terhadap *Employee Performance*, *Job Commitment* berpengaruh positif dan signifikan terhadap *Job Satisfaction*, *Job Motivation* berpengaruh positif dan signifikan terhadap *Job Satisfaction*, *Employee Performance* tidak berpengaruh positif dan signifikan terhadap *Job Satisfaction*, *Job Commitment* tidak berpengaruh positif dan signifikan terhadap *Job Satisfaction* melalui *Employee Performance*, *Job Motivation* tidak berpengaruh positif dan signifikan terhadap *Job Satisfaction* melalui *Employee Performance*.

Keywords: *Commitment; Motivation; Satisfaction; Employee Performance.*

Referensi: 35 (2012-2022)

## **ABSTRACT**

Vina Alga Wijaya (01016190006)

### ***IMPLEMENTATION OF JOB COMMITMENT AND JOB MOTIVATION TOWARD OPTIMIZATION OF JOB SATISFACTION THROUGH EMPLOYEE PERFORMANCE***

*(XIII + 96 page; 5 image, 23 Tabel, 5 attachment)*

This study aims to determine the effect of job commitment and job motivation on job satisfaction through employee performance. The research method implemented is the quantitative approach with multiple regression data analysis and PLS-SEM to test the hypothesis. The samples taken were 204 samples using probability sampling and data collection by distributing E-questionnaires to several employees at PT XYZ Mall Jakarta. The results of hypothesis testing show that both job commitment and job motivation have a positive and significant effect on employee performance and job satisfaction. However, neither employee performance, job commitment, nor job motivation has a positive and significant impact on job satisfaction through employee performance.

**Keywords:** *Commitment; Motivation; Satisfaction; Employee Performance.*

**Reference:** *35 (2012-2022)*