

ABSTRACT

Anastasia Sri Mularsih (01669230023)

THE EFFECT OF JOB ENGAGEMENT AND JOB STRESS ON ORGANIZATIONAL COMMITMENT THROUGH JOB SATISFACTION AS A MEDIATION VARIABLE AT NOTRE DAME SCHOOL WEST JAKARTA

(xvi +95 pages: 12 images; 14 tables; 12 attachments)

The quality of education is highly dependent on the teacher's commitment to the school where they work. This commitment is influenced by several factors, such as job engagement, job stress, and job satisfaction. The phenomenon of a fairly high teacher turnover rate at Notre Dame School shows the importance of examining the relationship between these factors and teacher organizational commitment. This study aims to analyze the effect of job engagement and job stress on organizational commitment through job satisfaction as a mediating variable. The approach used is quantitative non-experimental with the Smart-PLS analysis method. Data was collected through questionnaires to 125 teachers at Notre Dame School as respondents. The results of the study indicate that job engagement has a positive effect on job satisfaction ($\beta = 0.472$) and organizational commitment ($\beta = 0.580$). On the other hand, job stress does not have a positive effect on job satisfaction ($\beta = -0.060$) and organizational commitment ($\beta = -0.054$). Job satisfaction is also proven to have a positive effect on organizational commitment ($\beta = 0.230$). In addition, job satisfaction positively mediates the effect of job engagement on organizational commitment ($\beta = 0.109$), but does not mediate the relationship between job stress and organizational commitment ($\beta = -0.014$).

Keywords: job engagement, job stress, organizational commitment, job satisfaction

ABSTRAK

Anastasia Sri Mularsih (01669230023)

PENGARUH *JOB ENGAGEMENT* DAN *JOB STRESS* TERHADAP KOMITMEN ORGANISASI MELALUI KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI DI SEKOLAH NOTRE DAME JAKARTA BARAT

(xvi +95 halaman : 12 gambar ; 14 tabel ; 12 lampiran)

Kualitas pendidikan sangat bergantung pada komitmen guru terhadap sekolah tempat bekerja. Komitmen ini dipengaruhi oleh beberapa faktor, seperti *job engagement*, *job stress* dan kepuasan kerja. Fenomena tingkat pergantian guru yang cukup tinggi di Sekolah Notre Dame Jakarta Barat menunjukkan pentingnya mengkaji hubungan antara faktor-faktor tersebut terhadap komitmen organisasi guru. Penelitian ini bertujuan untuk menganalisis pengaruh *job engagement* dan *job stress* terhadap komitmen organisasi melalui kepuasan kerja sebagai variabel mediasi. Pendekatan yang digunakan adalah kuantitatif non-eksperimental dengan metode analisis *Smart-PLS*. Data dikumpulkan melalui kuesioner kepada 125 guru di Sekolah Notre Dame Jakarta Barat sebagai responden. Hasil penelitian menunjukkan bahwa *job engagement* berpengaruh positif terhadap kepuasan kerja ($\beta = 0,472$) dan komitmen organisasi ($\beta = 0,580$). Sebaliknya, *job stress* tidak berpengaruh positif terhadap kepuasan kerja ($\beta = -0,060$) dan komitmen organisasi ($\beta = -0,054$). Kepuasan kerja juga terbukti berpengaruh positif terhadap komitmen organisasi ($\beta = 0,230$). Selain itu, kepuasan kerja memediasi secara positif pengaruh *job engagement* terhadap komitmen organisasi ($\beta = 0,109$), namun tidak memediasi hubungan antara *job stress* dan komitmen organisasi ($\beta = -0,014$).

Kata kunci: *job engagement*, *job stress*, komitmen organisasi, kepuasan kerja