

# **Pengaruh Pelatihan, Komunikasi Interpersonal, dan Lingkungan Kerja Terhadap Komitmen Organisasional Karyawan PT Kideco Jaya Agung**

**Oleh Mayang Aulia Rahma**

## **ABSTRAK**

Penelitian ini ialah penelitian kuantitatif dengan tujuan membuktikan pengaruh pelatihan, komunikasi interpersonal, dan lingkungan kerja terhadap komitmen organisasional karyawan PT Kideco Jaya Agung. Penelitian ini menggunakan *simple random sampling technique* dengan sampel 80 responden. Analisis data yang digunakan yaitu analisis data deskriptif serta inferensial melalui SmartPLS 4.1 dengan taraf signifikansi 5%. Hasil penelitian ini menunjukkan (1) pelatihan berpengaruh positif signifikan terhadap komitmen organisasional, (2) komunikasi interpersonal tidak berpengaruh terhadap komitmen organisasional, (3) lingkungan kerja tidak berpengaruh terhadap komitmen organisasional.

**Kata Kunci:** : pelatihan, komunikasi interpersonal, lingkungan kerja, dan komitmen organisasional

***The Effect of Training, Interpersonal Communication, and Work Environment on  
Organizational Commitment Employees of PT Kideco Jaya Agung***

**By Mayang Aulia Rahma**

**ABSTRACT**

*This research is quantitative research with the aim of proving influence of training, interpersonal communication, and work environment on organizational commitment of employees at PT Kideco Jaya Agung. This research using simple random sampling technique with a sample of 80 respondents. The data analysis used is descriptive and inferential data analysis through SmartPLS 4.1 with a significance level of 5%. The results of this study indicate (1) training has a significant positive effect on organizational commitment on organizational commitment, (2) interpersonal communication has no effect on organizational commitment, (3) the work environment has no effect on organizational commitment.*

***Keywords:*** *training, interpersonal communication, work environment, and organizational commitment*