

The Influence of Servant Leadership, Organizational Culture, and Work Environment on Organizational Commitment of Employees at PT XYZ

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Abstract

This study aims to examine and prove the influence of Servant Leadership, Organizational Culture, and Work Environment on Organizational Commitment among employees at PT XYZ. This research uses a quantitative method with data collection through a Likert scale questionnaire distributed to 80 employees. The data analysis techniques employed in this study include validity testing, reliability testing, R-square analysis, path analysis, and T-test using SmartPLS 3.0 software. The results of the study indicate that: (1) Servant Leadership has a significant impact on Organizational Commitment, meaning that the higher the implementation of Servant Leadership, the higher the employees' commitment to the organization; (2) Organizational Culture has a significant effect on Organizational Commitment, where a strong and supportive culture creates a positive work environment, thus increasing employee commitment; (3) Work Environment has a significant effect on Organizational Commitment, where a comfortable and safe environment makes employees feel valued and motivated to perform at their best.

Keywords: *Organizational Culture, Organizational Commitment, Servant Leadership, and Work Environment.*

Pengaruh Servant Leadership, Budaya Organisasi, Dan Lingkungan Kerja Terhadap Komitmen Organisasi Karyawan PT XYZ

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Abstrak

Penelitian ini bertujuan untuk mengetahui dan membuktikan pengaruh Servant Leadership, Budaya Organisasi, dan Lingkungan Kerja terhadap Komitmen Organisasi pada karyawan PT XYZ. Penelitian ini menggunakan metode kuantitatif dengan pengumpulan data melalui kuesioner skala Likert yang disebarakan kepada 80 karyawan. Teknik analisis data yang digunakan dalam penelitian ini mencakup uji validitas, uji reliabilitas, analisis R-square, analisis jalur, serta uji T menggunakan perangkat lunak SmartPLS 3.0. Hasil penelitian menunjukkan bahwa: (1) Servant Leadership berpengaruh signifikan terhadap Komitmen Organisasi, yang berarti semakin tinggi penerapan Servant Leadership, semakin tinggi pula komitmen karyawan terhadap organisasi; (2) Budaya Organisasi berpengaruh signifikan terhadap Komitmen Organisasi, di mana budaya yang kuat dan mendukung menciptakan lingkungan kerja yang positif, meningkatkan komitmen karyawan; (3) Lingkungan Kerja berpengaruh signifikan terhadap Komitmen Organisasi, dengan lingkungan yang nyaman dan aman membuat karyawan merasa dihargai dan termotivasi untuk memberikan kinerja terbaik.

Kata kunci: Budaya Organisasi, Komitmen Organisasi, Lingkungan Kerja, dan *Servant Leadership*