

**PENGARUH BUDAYA ORGANISASI DAN KOMPENSASI TERHADAP
KOMITMEN ORGANISASI MELALUI KEPUASAN KERJA
(STUDY KASUS KARYAWAN KEMENTERIAN PERTANIAN REPUBLIK
INDONESIA)**

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ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh Budaya Organisasi dan Kompensasi terhadap Komitmen Organisasi Melalui Kepuasan Kerja (Study Kasus di Kementerian Pertanian Republik Indonesia). Metode penelitian yang digunakan adalah survey dengan pendekatan kuantitatif dan teknik pengumpulan data menggunakan metode kuesioner. Analisis pada penelitian ini menggunakan perangkat lunak software *Statistical Product and Service Solution* (SPSS) versi 21.0. Populasi karyawan kementerian pertanian Republik Indonesia sebanyak 20.341 orang, namun dan menggunakan rumus Slovin didapatkan sampel 100 orang yang dijadikan responden dalam penelitian ini. Teknik pengambilan sampel yang digunakan adalah *proportionate random sampling*, agar sampel bersifat representatif. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis korelasi, determinasi, regresi linear, dan uji hipotesis dengan taraf signifikansi α 0.05. Hasil penelitian diketahui Budaya Organisasi berpengaruh langsung positif terhadap Kepuasan Kerja, besarnya pengaruh langsung sebesar 22.65%. Kompensasi berpengaruh langsung positif terhadap Kepuasan Kerja, besarnya pengaruh langsung sebesar 5.71%. Budaya Organisasi berpengaruh signifikan positif terhadap Komitmen Organisasi, besarnya pengaruh langsung sebesar 9.12%. Kompensasi berpengaruh langsung positif terhadap Komitmen Organisasi, besarnya pengaruh langsung sebesar 11.56%. Kepuasan Kerja berpengaruh langsung positif terhadap Komitmen Organisasi besarnya pengaruh langsung sebesar 19.98%.

Kata Kunci : Budaya Organisasi, Kompensasi, Kepuasan Kerja dan Komitmen Organisasi

**EFFECT OF ORGANIZATIONAL CULTURE AND COMPENSATION FOR JOB
SATISFACTION COMMITMENT BY ORGANIZATION
(CASE STUDY OF EMPLOYEES MINISTRY OF AGRICULTURE OF THE REPUBLIC
OF INDONESIA)**

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ABSTRACT

This study was conducted to determine the effect of Organizational Culture and Compensation on Organizational Commitment through Job Satisfaction (Case Study at Ministry of Agriculture of the Republic of Indonesia). The method used is survey with quantitative approach and data collection using questionnaires. Analysis in this study using software Statistical Product and Service Solutions (SPSS) version 21.0. Ministry agriculture employee population of the Republic of Indonesia are 20.341 people, and using formula Slovin obtained 100 people as sample people technique used is proportionate random sampling, so that samples taken are representative. The data analysis technique used in this research is the analysis of the correlation, determination, linear regression, and test hypotheses with significance level α of 0.05. Organizational culture survey results revealed a positive direct effect on Job Satisfaction, the magnitude of the direct effect of 22.65%. Compensation positive direct effect on Job Satisfaction, the magnitude of the direct effect of 5.71%. Organizational culture has a significant positive effect on Organizational Commitment, the magnitude of the direct influence of 9.12%. Compensation positive direct effect on Organizational Commitment, the magnitude of the direct influence of 11.56%. Job Satisfaction positive direct effect on the magnitude of the direct influence of Organizational Commitment of 19.98%.

Keywords: Organizational Culture, Compensation, Job Satisfaction and Organizational Commitment