

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh konflik pekerjaan-keluarga terhadap komitmen organisasi pada PT. So Good Food, pengaruh kepuasan kerja terhadap komitmen organisasi pada PT. So Good Food, dan pengembangan karir terhadap komitmen organisasi pada PT. So Good Food. Pengumpulan data dilakukan melalui penyebaran kuesioner terhadap karyawan wanita yang menikah dan mempunyai anak PT. So Good Food yang berjumlah 30 responden dengan menggunakan teknik purposive sampling yaitu mengajak seseorang memenuhi kriteria dalam penelitian ini. Analisis menggunakan bantuan dimana pengolahan datanya menggunakan program *Partial Least Square (PLS)* Versi 3.0. Hasil analisa menunjukkan bahwa konflik pekerjaan-keluarga tidak berpengaruh signifikan terhadap komitmen organisasi, kepuasan kerja berpengaruh positif dan signifikan terhadap komitmen organisasi, pengembangan karir berpengaruh tidak signifikan terhadap komitmen organisasi.

Kata Kunci: konflik pekerjaan-keluarga, kepuasan kerja, pengembangan karir, komitmen organisasi



ABSTRACT

This study aims to determine the effect of work-family conflict on organizational commitment at PT. So Good Food, the influence of job satisfaction on organizational commitment at PT. So Good Food, and career development towards organizational commitment at PT. So Good Food. Data collection is done through distributing questionnaires to female employees who are married and have children PT. So Good Food which amounted to 30 respondents using purposive sampling technique that is inviting someone to meet the criteria in this study. Analysis uses assistance where data processing uses Version 3.0 of the Partial Least Square (PLS) program. The results of the analysis show that work-family conflict does not have a significant effect on organizational commitment, job satisfaction has a positive and significant effect on organizational commitment, career development has no significant effect on organizational commitment.

Keywords: *work-family conflict, job satisfaction, career development, organizational commitment*

