

ABSTRACT

The study aims to analyze the influence of Transformational Leadership, Organizational Culture, and Organizational Commitment to Job Satisfaction. The research object is a sample used as many as 90 employees of PT. Heriromadiali, calculated based on the use of saturated samples. Method of collecting data using survey method, with research instrument is questionnaire. The data analysis method of respondents uses the Statistical Package for the Social Sciences (SPSS) and data analysis methods using Partial Least Square (PLS). Research proves that the. Transformational Leadership has a positive and significant to Job Satisfaction. Organizational Culture have positive and significsnt effect on Job Satisfaction, and Organizational Commitment has a significant and positive effect on Job Satisfaction of PT. Heriromadiali.

Keywords: Transformational Leadership, Organizational Culture, Organizational Commitment, Job Satisfaction.



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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan Transformasional, budaya organisasi, dan komitmen organisasi terhadap kepuasan kerja. Objek penelitian ini adalah sampel yang dipergunakan sebanyak 90 karyawan PT. Heriromadiali, dihitung berdasarkan menggunakan sample jenuh. Metode pengumpulan data menggunakan metode survey, dengan instrument penelitian adalah kuesioner. Metode analisis karakteristik responden menggunakan *Statistical Package for the Social Sciences* (SPSS) dan metode analisis data menggunakan *Partial Least Square* (PLS). Penelitian membuktikan bahwa Kepemimpinan Transformasional berpengaruh positif dan signifikan terhadap Kepuasan Kerja. Budaya Organisasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja, dan Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja PT. Heriromadiali.

Kata kunci : Kepemimpinan Transformasional, Budaya Organisasi, Komitmen Organisasi, Kepuasan Kerja.



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