

ABSTRACT

This research aims to examine and find out the effect of leadership, organizational culture, and organizational climate towards to employee's job satisfaction at PT Garuda Indonesia (Persero) Tbk. Sample taken in this research was done by using random sampling with Slovin formula and there were 88 employees out of 112 populations. The data was gathered by distributing questionnaires and was analyzed by multiple regression with the help of SPSS program version 23. The result showed that partially leadership does not have significant impact towards to employee's job satisfaction, but organizational culture and organizational climate have positive result and significant effect towards to job satisfaction. However, the independent variables: leadership, organizational culture, and organizational climate simultaneously have significant effect towards to job employee's job satisfaction.

Keywords: leadership, organizational culture, organizational climate, employee's job satisfaction.



ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menguji pengaruh Kepemimpinan, Budaya Organisasi, dan Iklim Kerja terhadap Kepuasan Kerja Karyawan PT Garuda Indonesia (Persero) Tbk. Pengambilan sampel dalam penelitian ini dilakukan secara *random sampling* dengan menggunakan rumus Slovin yang menghasilkan 88 responden dari total 112 populasi dari karyawan. Data diperoleh dari hasil penyebaran kuesioner dan metode analisis yang digunakan adalah regresi berganda dengan bantuan program SPSS versi 23. Hasil penelitian menunjukkan bahwa variabel kepemimpinan secara parsial tidak berpengaruh terhadap kepuasan kerja karyawan, tapi budaya organisasi dan iklim kerja berpengaruh terhadap kepuasan kerja karyawan. Namun, secara keseluruhan variabel bebas secara bersama-sama memiliki pengaruh yang signifikan terhadap kepuasan kerja karyawan.

Kata kunci: Kepemimpinan, Budaya Organisasi, Iklim Kerja, Kepuasan Kerja Karyawan.

