

## **ABSTRAK**

### **Pengaruh Lingkungan Kerja dan Keterikatan Kerja Terhadap Kepuasan Kerja Tenaga Kependidikan Universitas Mercu Buana**

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Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja dan keterikatan kerja terhadap kepuasan kerja tenaga kependidikan di Universitas Mercu Buana Jenis penelitian ini bersifat kuantitatif dengan menggunakan analisis regresi. Pengumpulan data dilakukan dengan melakukan penyebaran kuesioner dan menggunakan teknik *accidental sampling*. Hasil penelitian ini adalah lingkungan kerja secara parsial mempengaruhi kepuasan kerja tenaga kependidikan UMB dengan tingkat signifikan sebesar 34,7%, keterikatan kerja secara parsial mempengaruhi kepuasan kerja tenaga kependidikan UMB dengan tingkat signifikan sebesar 26,8% selanjutnya lingkungan kerja dan keterikatan kerja secara simultan mempengaruhi kepuasan kerja tenaga kependidikan UMB dengan tingkat signifikan sebesar 47,15%. Secara umum tenaga kependidikan di Universitas Mercu Buana sudah merasa puas dengan lingkungan kerja dan keterikatan kerja yang tinggi.

**Kata Kunci : Kepuasan Kerja, Lingkungan Kerja, Tenaga Kependidikan.**

## **ABSTRACT**

### ***The Influence of Work Environment and Work Engangement To Job Satisfaction of Education Staff at Mercu Buana University***

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*This research aims to analyze the influence of the work environment and work engangement to the job satisfaction of education staff at mercu buana university. analysis. This type of this research is quantitative and use regression analysis. Data collection is done by distributing questionnaires and use accidental sampling technique. The results of this study are that the work environment partially affects the job satisfaction of UMB education staff with a significant level of 34.7%, the work engangement partially affects the job satisfaction of UMB education staff with a significant level of 26.8%. then the work environment and work engangement simultaneously affect the job satisfaction of UMB education staff with a significant level of 47.15%. This is intended to provide scientific thinking, especially developments in the fields of industrial psychology and organization. especially in the study of psychology of human resources regarding to job satisfaction of employees at an institution in the academic field. And this research is expected to be an additional reference in the field of psychology related to the influence of the work environment, work engagement, on employee job satisfaction.*

**MERCU BUANA**

***Key words : Work Environtment, Work Engangement, Job Sastisfaction, education staff.***