

ABSTRACT

Data on the Mercer Indonesia survey in 2022, more than 23,200 employees from local and multinational companies in Indonesia. 30% of employees believe they can seek better and bigger opportunities outside their current organization. This shows that employee organizational commitment is problematic so the purpose of this study is to find out what factors can influence employee organizational commitment so that they can last longer in the company. The population in this study were all permanent employees at PT DPP Jakarta, with a saturated sampling method of 51 respondents. The data analysis method uses SEM-PLS (Structural Equation Modeling- Partial Least Square). The results of the study found that the work environment has no significant effect on organizational commitment. Work engagement has no significant effect on organizational commitment. Job satisfaction has a significant effect on organizational commitment. The results of the work environment and work engagement have a significant effect on job satisfaction. Job satisfaction managed to mediate effectively the work environment variables and work engagement variables on organizational commitment.

Key Word: Work Environment, Work Engagement, Job Satisfaction, Organizational Commitment.



ABSTRAK

Data pada survei Mercer Indonesia pada tahun 2022, lebih dari 23.200 karyawan dari perusahaan lokal dan multinasional di Indonesia. 30% dari karyawan yang percaya bahwa mereka dapat mencari peluang yang lebih baik dan lebih besar di luar organisasi mereka saat ini. Hal tersebut menunjukkan bahwa komitmen organisasi karyawan bermasalah sehingga tujuan dari penelitian ini adalah untuk mengetahui faktor-faktor apa saja yang dapat mempengaruhi *organizational commitment* karyawan agar dapat bertahan lebih lama di perusahaan. Populasi dalam penelitian ini adalah seluruh karyawan tetap pada PT DPP Jakarta, dengan metode pengambilan sampel jenuh yang berjumlah 51 responden. Metode analisa data menggunakan SEM-PLS (*Structural Equation Modeling- Partial Least Square*). Hasil penelitian menemukan bahwa *work environment* tidak berpengaruh signifikan terhadap *organizational commitment*. *Work engagement* tidak berpengaruh signifikan terhadap *organizational commitment*. *Job satisfaction* berpengaruh signifikan terhadap *organizational commitment*. Hasil *work environment* dan *work engagement* berpengaruh signifikan terhadap *job satisfaction*. *Job satisfaction* berhasil memediasi secara efektif variabel *work environment* dan variabel *work engagement* terhadap *organizational commitment*.

Kata Kunci: *Work Environment, Work Engagement, Job Satisfaction, Organizational Commitment*.

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