

PENGARUH IKLIM ORGANISASI DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN

(Studi pada PT. Federal International Finance Jombang)

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui pengaruh Iklim Organisasi dan Komitmen Organisasi terhadap Kinerja Karyawan PT. Federal International Finance Jombang. Penelitian ini menggunakan metode penelitian eksplanasi dengan pendekatan kuantitatif yang dilaksanakan melalui pengumpulan data di lapangan. Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan PT. Federal International Finance Jombang yang berjumlah 40 karyawan. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Metode analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji hipotesis melalui uji t dan koefisien determinasi (R^2) dengan bantuan SPSS versi 22. Berdasarkan hasil penelitian menunjukkan bahwa Iklim Organisasi berpengaruh signifikan terhadap Kinerja karyawan PT. Federal International Finance Jombang dan Komitmen Organisasi berpengaruh signifikan terhadap Kinerja Karyawan PT. Federal International Finance Jombang.

Kata kunci: ***Iklim Organisasi, Komitmen organisasi, Kinerja Karyawan***

THE INFLUENCE OF ORGANIZATIONAL CLIMATE AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE

(Study at PT. Federal International Finance Jombang)

ABSTRACT

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This research aims to determine the influence of Organizational Climate and Organizational Commitment on Employee Performance PT. Federal International Finance Jombang. This research uses an explanatory research method with a quantitative approach carried out through data collection in the field. The population used in this research were all employees of PT. Federal International Finance Jombang, totaling 40 employees. The sampling technique uses a saturated sample technique. The data analysis method uses validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, hypothesis testing via t-test and termination coefficient (R^2) with the help of SPSS version 22. Based on the research results, it shows that organizational climate has a significant effect on the performance of employees PT. Federal International Finance Jombang and Organizational Commitment have a significant effect on Employee Performance PT. Federal International Finance Jombang

Keywords: Organizational Climate, Organizational Commitment, Employee Performance