

**PENGARUH KOMITMEN ORGANISASI DAN KEPUASAN
KERJA TERHADAP LOYALITAS KARYAWAN BIDANG
ADMINISTRASI KEPEGAWAIAN PT. INDONESIA POWER
KAMOJANG**

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Program Studi Pendidikan Bisnis



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TERHADAP LOYALITAS KARYAWAN PT. INDONESIA POWER
KAMOJANG**

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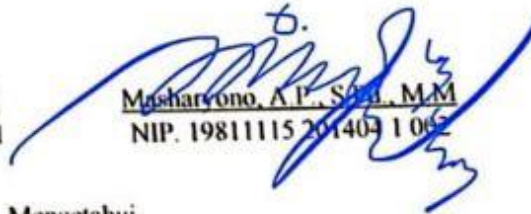
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ABSTRAK

Shella Aprilia (1802276), **“Pengaruh Komitmen Organisasi dan Kepuasan Kerja terhadap Loyalitas Karyawan Bidang Administrasi di PT. Indonesia Power Kamojang”** di bawah bimbingan Prof. Dr. H. Hari Mulyadi, M.Si. dan Masharyono, A.P., S.Pd., M.M

Penelitian ini bertujuan untuk memperoleh gambaran dan pengaruh dari komitmen organisasi dan kepuasan kerja terhadap loyalitas karyawan pada bidang administrasi di PT Indonesia Power Kamojang. Penelitian ini menggunakan metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Sampel penelitian ini berjumlah 54 responden yang merupakan karyawan di bidang administrasi PT Indonesia Power Kamojang. Data diolah secara statistik dengan metode analisis jalur. Hasil temuan pada penelitian ini menemukan bahwa tingkat komitmen organisasi dan kepuasan kerja terhadap loyalitas karyawan berada di kategori cukup baik. Komitmen organisasi dan kepuasan kerja mempengaruhi loyalitas karyawan secara simultan dan parsial. Hasil penelitian ini menunjukkan bahwa penerapan komitmen organisasi dan kepuasan kerja mampu menciptakan loyalitas karyawan di PT Indonesia Power Kamojang.

Kata Kunci: Komitmen Organisasi, Kepuasan Kerja, dan Loyalitas Karyawan

ABSTRACT

Shella Aprilia (1802276), ***“The Influence of Organizational Commitment and Job Satisfaction on Employee Loyalty of PT. Indonesia Power Kamojang”*** under the guidance of Prof. Dr. H. Hari Mulyadi M.Si and Masharyono, A.P., S.Pd., M.M

This study aims to obtain an overview and influence of organizational commitment and job satisfaction on employee loyalty at PT Indonesia Power Kamojang. This research uses descriptive and verification methods with a quantitative approach. The sample of this research is 54 respondents who are employees in the field of expenses of PT Indonesia Power Kamojang. The data is processed statistically with the path analysis method. The findings in this study found that the level of organizational commitment and job satisfaction on employee loyalty is in the pretty good category. Organizational commitment and job satisfaction affect employee loyalty simultaneously and partially. The results of this study indicate that the application of organizational commitment and job satisfaction can create employee loyalty at PT Indonesia Power Kamojang

Keywords: *Organizational Commitment, Job Satisfaction, Employee Loyalty*

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5.2 Rekomendasi

Berdasarkan hasil penelitian yang didapat, penulis merekomendasikan beberapa hal mengenai komitmen organisasi dan kepuasan kerja terhadap loyalitas karyawan PT. Indonesia Power Kamojang sebagai berikut:

1. Berdasarkan hasil penelitian yang diperoleh mengenai komitmen organisasi sudah berada pada kategori baik, namun perlu adanya perbaikan pada dimensi *normative commitment* yang mendapatkan skor paling rendah. Untuk meningkatkan *normative commitment* karyawan bisa diberikan tanggung jawab yang lebih dari pekerjaannya agar karyawan bisa merasa nyaman dengan pekerjaannya.
2. Dari hasil penelitian yang telah dilakukan, diperoleh bahwa kepuasan kerja sudah baik, namun perlu adanya perbaikan pada dimensi *work itself*. Hal ini dapat dilakukan dengan cara memperhatikan kesempatan bagi karyawan untuk menerima tanggung jawab yang lebih atas pekerjaannya sehingga karyawan bisa merasa tertarik dengan tugas yang diberikan.
3. Dari hasil penelitian yang diperoleh bahwa loyalitas karyawan sudah cukup baik, namun dalam penelitian ini dimensi *moral loyalty* masih rendah. Perusahaan sebaiknya mempertimbangkan ketentuan yang berlaku di perusahaan agar bisa menarik minat karyawan untuk tetap tinggal di perusahaan dan memungkinkan karyawan untuk berpartisipasi dan berinteraksi secara positif.

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