

ABSTRAK

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Pengaruh Komunikasi, Disiplin Kerja, Pengembangan Karir, dan Insentif Terhadap Komitmen Organisasional pada Karyawan PT Anugerah Pharmindo Lestari Jakarta serta Tinjauannya dari Perspektif Islam.

89 halaman + xv halaman + 27 tabel + 3 gambar + 3 lampiran

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui apakah ada pengaruh komunikasi, disiplin kerja, pengembangan karir, dan insentif terhadap komitmen organisasional. Populasi dalam penelitian ini adalah karyawan PT Anugerah Pharmindo Lestari Jakarta. Jumlah responden dalam penelitian ini sebanyak 93 karyawan. Jenis penelitian ini merupakan penelitian kuantitatif. Jenis data yang digunakan adalah data primer dan data sekunder. Data dikumpulkan menggunakan metode survei dengan instrumen kuesioner. Metode analisis data dilakukan dengan analisis deskriptif, pengujian instrumen penelitian, uji asumsi klasik. Teknik analisis data yang digunakan yaitu analisis regresi berganda, uji t (parsial), uji F (simultan), dan koefisien determinasi melalui *SPSS 25 for Windows*.

Hasil menunjukkan bahwa: (1) komunikasi berpengaruh positif dan signifikan terhadap komitmen organisasional, (2) disiplin kerja berpengaruh positif dan signifikan terhadap komitmen organisasional, (3) pengembangan karir berpengaruh positif dan signifikan terhadap komitmen organisasional, (4) insentif berpengaruh positif dan signifikan terhadap komitmen organisasional, (5) secara simultan variabel komunikasi, variabel disiplin kerja, variabel pengembangan karir, dan variabel insentif berpengaruh signifikan terhadap komitmen organisasional (Y). Dalam perspektif Islam, komunikasi, disiplin kerja, pengembangan karir, insentif, dan komitmen organisasional pada karyawan PT Anugerah Pharmindo Lestari Jakarta sudah dilakukan sesuai dengan prinsip-prinsip Islam.

Kata Kunci: komunikasi, disiplin kerja, pengembangan karir, insentif, dan komitmen organisasional

ABSTRACT

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The Influence of Communication, Work Discipline, Career Development, and Incentives on Organizational Commitment to Employees of PT Anugerah Pharmindo Lestari Jakarta and its Review from an Islamic Perspective.

89 pages + xv pages + 27 tables + 3 images + 3 attachment

Abstract Description

The purpose of this research was to determine the effect of communication, work discipline, career development, and incentives on organizational commitment. The population in this study were employees of PT Anugerah Pharmindo Lestari Jakarta. The number of respondents in this study were 93 employees. This type of research is quantitative research. The types of data used are primary data and secondary data. Data collection was carried out using a survey method with a questionnaire instrument. The data analysis method used is descriptive analysis, testing research instruments, testing classical assumptions. The data analysis technique used is multiple regression analysis, t test (partial), F test (simultaneous), and coefficient of determination through SPSS 25 for Windows.

The results showed that: (1) communication had a positive and significant effect on organizational commitment, (2) work discipline had a positive and significant effect on organizational commitment, (3) career development had a positive and significant effect on organizational commitment, (4) incentives had a positive and significant effect on organizational commitment. significant effect on organizational commitment, (5) Simultaneously the communication variable, work discipline variable, career development variable, and incentive variable have a significant effect on organizational commitment (Y). In an Islamic perspective, communication, work discipline, career development, incentives, and organizational commitment to employees of PT Anugerah Pharmindo Lestari Jakarta have been carried out in accordance with Islamic principles.

Keywords: communication, work discipline, career development, incentives, and organizational commitment