

ABSTRAK

Fakultas Ekonomi dan Bisnis
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Pengaruh Motivasi Kerja, Komitmen Organisasi, Budaya Organisasi, dan Kompensasi Pada Karyawan Di PT. Astrido Jaya Mobilindo Yos Sudarso Jakarta Utara Serta Tinjaunnya Dari Sudut Pandang Islam.

129 halaman + xiv halaman + 20 tabel+ 3 lampiran

Uraian Abstrak

Penelitian ini dilakukan dengan tujuan untuk menganalisis pengaruh motivasi kerja, komitmen organisasi, budaya organisasi, dan kompensasi terhadap disiplin kerja. Disiplin kerja sebagai variabel *dependent*. Penelitian ini didesain sebagai *explanatory research*. Populasi penelitian ini adalah karyawan PT. Astrido Jaya Mobilindo Yos Sudarso Jakarta Utara dengan jumlah responden 92 karyawan. Data dikumpulkan dengan menggunakan instrumen kuesioner. Analisis data menggunakan *Metode Partial Least Square Structural Equation Modeling*. Hasil model memiliki bahwa kepemimpinan *transformasional* dan lingkungan kerja memiliki kesuaian (*fit*) yang besar ($GoF = 0.366$) dalam memprediksi pengaruh motivasi kerja, komitmen organisasi, budaya organisasi, kompensasi terhadap disiplin kerja ($Q^2 = 0.472$). Motivasi kerja ($p\text{-value} < 0.001$) Kompensasi ($p\text{-value} < 0.001$), Budaya organisasi ($p\text{-value} < 0.001$) masing-masing memiliki pengaruh yang positif terhadap disiplin kerja. Sementara indikator komitmen organisasi (0.060) tidak berpengaruh terhadap disiplin kerja dengan standar ($p\text{-value} < 0.001$). Dalam sudut pandang Islam, manusia harus meneladani sifat-sifat Nabi Muhammad SAW, salah satu sifat mulia nya adalah disiplin.

Kata Kunci: motivasi kerja, komitmen organisasi, budaya organisasi, kompensasi, disiplin kerja, *PLS*

ABSTRACT

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The Effect of Work Motivation, Organizational Commitment, Organizational Culture, and Compensation on Employees at PT. Astrido Jaya Mobilindo Yos Sudarso, North Jakarta and its review from an Islamic point of view.

129 page + xiv page + 20 table + 3 attachment

This study was conducted with the aim of analyzing the effect of work motivation, organizational commitment, organizational culture, and compensation on work discipline. Work discipline as the dependent variable. This research is designed as explanatory research. The population of this research is the employees of PT. Astrido Jaya Mobilindo Yos Sudarso, North Jakarta with 92 employees as respondents. Data were collected using a questionnaire instrument. Data analysis using Partial Least Square Structural Equation Modeling Method. The results of the model have that transformational leadership and work environment have a large fit ($GoF = 0.366$) in predicting the effect of work motivation, organizational commitment, organizational culture, compensation on work discipline ($Q^2 = 0.472$). Work motivation ($p\text{-value} < 0.001$) compensations ($p\text{-value} < 0.001$), Organizational culture ($p\text{-value} < 0.001$) each has a positive influence on work discipline. Meanwhile, the comitmen organizations indicator (0.060) has no effect on work discipline with a standard ($p\text{-value} < 0.001$). From the point of view of Islam, humans must imitate the qualities of the Prophet Muhammad SAW, one of his noble qualities is discipline.

Keywords: *work motivation, organizational commitment, organizational culture, compensation, work discipline, PLS*