

## ABSTRAK

Fakultas Ekonomi dan Bisnis  
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2021

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**120.2017.127**

**Pengaruh Iklim Organisasi, Keterlibatan Kerja Dan Motivasi Kerja Terhadap Komitmen Organisasi Serta Tinjauannya Dari Sudut Pandang Islam (Studi Kasus Karyawan Swasta Generasi Milenial Di Jakarta Pusat)**

95 halaman + XV halaman, 13 tabel, 3 gambar dan 11 lampiran

### Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh iklim organisasi, keterlibatan kerja dan motivasi kerja terhadap komitmen organisasi serta tinjauannya dari sudut pandang Islam. Populasi dalam penelitian adalah karyawan generasi milenial swasta di Jakarta Pusat. Teknik pengambilan sampel yang digunakan adalah Teknik *Purposive Sampling*. Jumlah responden pada penelitian ini sebanyak 150 karyawan. Data dikumpulkan dengan menggunakan metode survey dengan instrument kuesioner. Metode analisis data yang digunakan yaitu Analisis Regresi Linier Berganda.

Hasil penelitian menunjukkan bahwa: (1) iklim organisasi secara parsial berpengaruh positif dan signifikan terhadap komitmen organisasi. (2) keterlibatan kerja tidak berpengaruh terhadap komitmen organisasi. (3) motivasi kerja secara parsial berpengaruh positif dan signifikan terhadap komitmen organisasi. (4) secara simultan seluruh variabel independen memiliki pengaruh yang signifikan terhadap komitmen organisasi. Nilai  $adj R^2$  sebesar 0,705 menunjukkan bahwa variasi pada variabel independent yang digunakan pada penelitian ini berperan terhadap variasi pada variabel dependent.

Dalam pandangan Islam iklim organisasi, keterlibatan kerja, dan motivasi kerja terhadap komitmen organisasi pada karyawan swasta generasi milenial di Jakarta Pusat sudah sesuai ajaran Islam.

**Kata Kunci: Iklim Organisasi, Keterlibatan Kerja, Motivasi Kerja, Komitmen Organisasi, Islam**

## ABSTRACT

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2021*

***Intan Lestari***

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***The Effect of Organizational Climate, Work Involment and Work Motivation on Organizational Commitment and Seen from The Perspective Of Islamic (Study of Millennial Generation Private Employees, In Central Jakarta)***

***95 pages + XV pages, 13 tables, 3 pictures and 11 attachments***

### ***Abstract***

*This study aims to determine the effect of organizational climate, work involvement and work motivation on organizational commitment and its review from an Islamic point of view. The population in this study are employees of the private millennial generation in Central Jakarta. The sampling technique used is the Purposive Sampling Technique. The number of respondents in this study were 150 employees. Data were collected using a survey method with a questionnaire instrument. The data analysis method used is Multiple Linear Regression Analysis.*

*The results showed that: (1) organizational climate partially positive and significant effect on organizational commitment. (2) work involvement has no effect on organizational commitment. (3) work motivation partially has a positive and significant effect on organizational commitment. (4) simultaneously all independent variables have a significant effect on organizational commitment. The adj R2 value of 0.705 indicates that the variation in the independent variable used in this study contributes to the variation in the dependent variable.*

*In the view of Islam, the organizational climate, work involvement, and work motivation on organizational commitment to the millennial generation of private employees in central Jakarta are in accordance with Islamic teachings.*

***Keywords: Organizational Climate, Work Involvement, Work Motivation, Organizational Commitment, Islam***