

ABSTRAK

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Kepuasan Kerja sebagai Mediasi Kepemimpinan Transformasional dan Komitmen Organisasi terhadap Kinerja Karyawan PT Anugrah Tiga Berlian Jakarta Timur serta Tinjauannya dari Sudut Pandang Islam.

117 halaman + xvii halaman + 30 tabel + 7 gambar dan 16 lampiran

Uraian Abstrak

Penelitian ini dilakukan untuk mengetahui apakah ada pengaruh mediasi kepuasan kerja antara kepemimpinan transformasional dan komitmen organisasi dengan kinerja karyawan. Populasi penelitian ini adalah karyawan yang berjumlah 53 karyawan. Data dilakukan dengan teknik sensus melalui penyebaran kuesioner. Metode analisis data dilakukan dengan analisis deskriptif, pengujian instrument penelitian, uji asumsi klasik, analisis jalur dan uji sobel melalui SPSS 26 *for* Windows.

Hasil penelitian menunjukkan bahwa: (1) kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kepuasan kerja, (2) komitmen organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja, (3) kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan, (4) komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, (5) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, (6) kepuasan kerja memediasi dan berpengaruh signifikan terhadap hubungan kepemimpinan transformasional dengan kinerja karyawan, (7) kepuasan kerja tidak memediasi antara hubungan komitmen organisasi dengan kinerja karyawan. Menurut pandangan Islam kepemimpinan transformasional, komitmen organisasi, kinerja karyawan, dan kepuasan kerja pada karyawan PT Anugrah Tiga Berlian sudah dilakukan sesuai dengan prinsip-prinsip Islam.

Kata Kunci : kepemimpinan transformasional, komitmen organisasi, kinerja karyawan, kepuasan kerja

ABSTRACT

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Job Satisfaction as a Mediation of Leadership Transformational and Organizational Commitment to Employee Performance PT Anugrah Tiga Berlian at East Jakarta And Its Review from an Islamic Perspective.

117 pages + xvii pages + 30 tables + 7 pictures and 16 attachments

Abstract Description

The purpose of this Research was to determine the effect of Leadership Transformational, and Organizational Commitment on Employee Performance with Job Satisfaction as Mediator. The population on this research is 53 employees of PT Anugrah Tiga Berlian at East Jakarta. Data were collected through quitionnaires technique and analyzed method by doing descriptive analysis, instrument analysis, classic assumption analysis, path analysis and sobel analysis in SPSS 26 for Windows.

The result showed that: (1) leadership transformational has positive and significant effect on job satisfaction, (2) organizational commitment has positive and significant effect of job satisfaction, (3) leadership transformational has positive and significant effect on employee performance, (4) organizational commitment has positive and not significant effect of employee performance, (5) job satisfaction has positive and significant effect on employee performance, (6) job satisfaction has mediate and significant relationship between leadership transformational and employee performance, (7) job satisfaction has not mediate relationship between organizational commitment and employee performance. According from Islamic view, leadership transformational organizational commitment, employee performance, and job satisfaction have been accordance with Islamic principles.

Keywords : *leadership transformational, organizational commitment, employee performance, job satisfaction.*