PENGARUH LINGKUNGAN KERJA DAN IKLIM ORGANISASI
TERHADAP KOMITMEN ORGANISASI MELALUI KEPUASAN
KERJA KARYAWAN PADA DINAS PASAR UNIT PASAR TANJUNG
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Abstract

Study entitled "The Effect of Work Environment and Organizational Climate Organizational Commitment Against Employee Satisfaction Through Markets Unit at the Office of Jember Regency Tanjung Market " . This study aims to find the influence of the work environment and organizational climate on organizational commitment through employee satisfaction Office Market Jember Regency Tanjung Market Unit . Variables in this study include X1 = working environment , organizational climate X2 = , Z = job satisfaction , organizational commitment and Y = . The population consists of 75 people with a sample of 75 people who used too . This study uses the research population ( census ) population in this study because it also acts as a sample . The methods used were interviews , questionnaires and literature . Data analysis techniques are used to examine the effect of variables on the dependent variable are independent pathway analysis ( path analysis ) . Based on the results of the study to test the hypothesis that the information obtained by the working environment variable ( X1 ) has a significant influence on job satisfaction ( Z ) with a value of $\beta = 0.658$ , organizational climate variables ( X2 ) has a significant influence on job satisfaction ( Z ) $\beta = 0.235$ , work environment variables ( X1 ) has a significant influence on organizational commitment ( Y ) $\beta = 0.268$ , organizational climate variables ( X2 ) has a significant influence on organizational commitment ( Y ) $\beta = 0.220$ . job satisfaction variables ( Z ) has the effect significant impact on organizational commitment ( Y ) $\beta = 0.378$ .

Keywords: work environment, organizational climate, job satisfaction, organizational commitment