

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

Devi Kurniasari

Alumni Program Studi Manajemen Fakultas Ekonomi Universitas Jember

Abdul Halim

Staf Pengajar Program Studi Manajemen Fakultas Ekonomi Univ. Jember
Jl. Kalimantan 37 Telp.0331-337990/HP.081249994760

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 X_1 = working environment , organizational climate X_2 = , 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 (X_1) has a significant influence on job satisfaction (Z) with a value of $\beta = 0.658$, organizational climate variables (X_2) has a significant influence on job satisfaction (Z) $\beta = 0.235$, work environment variables (X_1) has a significant influence on organizational commitment (Y) $\beta = 0.268$, organizational climate variables (X_2) 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*