

## Analisis pengaruh kepuasan kerja terhadap komitmen keorganisasian: studi pada karyawan tetap generasi milenial di DKI Jakarta = Analysis of the effect of job satisfaction on organizational commitment: study on millennial generation permanent employees in DKI Jakarta

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### Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh kepuasan kerja terhadap komitmen keorganisasian pegawai tetap generasi milenial di wilayah DKI Jakarta. Komitmen organisasi terdiri dari tiga variabel terikat, yaitu komitmen afektif, komitmen berkelanjutan, dan komitmen normatif. Teknik pengambilan sampel yang digunakan adalah *purposive non-probability sampling* dan diperoleh sebanyak 139 sampel yang dianalisis menggunakan software SPSS 25. Peneliti menggunakan analisis statistik deskriptif untuk mendeskripsikan responden, mengukur tendensi sentral, dan mengukur variabilitas jawaban responden. Peneliti menggunakan analisis regresi sederhana untuk menguji pengaruh variabel bebas, kepuasan kerja, terhadap ketiga variabel komitmen organisasi. Hasil penelitian menunjukkan bahwa kepuasan kerja berpengaruh positif dan signifikan terhadap komitmen afektif, komitmen berkelanjutan dan komitmen normatif.

.....This study aims to analyze the effect of job satisfaction on the organizational commitment of millennial generation permanent employees in the DKI Jakarta area. Organizational commitment consists of three dependent variables: affective commitment, continuance commitment, and normative commitment. The sampling technique used is *purposive non-probability sampling* and obtained as many as 139 samples which were analyzed using SPSS 25 software. The researcher uses descriptive statistical analysis to describe the respondents, measure central tendency, and measure the variability of the respondent's answers. Researchers used simple regression analysis to test the effect of the independent variable, job satisfaction, on the three variables of organizational commitment. The results show that job satisfaction positively and significantly affects affective, continuance, and normative commitment.