ABSTRACT

Farhan Arsyam, NPM: 71220312145, The Influence of Job Characteristics and Organizational Commitment on Employee Job Satisfaction at PT. Pelindo Jasa Maritim. Supervised by Ilham Sonata, S.E., M.M. as Supervisor I and Julienda Br Harahap, S.E., M.M as Supervisor II, Thesis-2026.

The purpose of this study was to determine and analyze the influence of job characteristics and organizational commitment on employee job satisfaction at PT. Pelindo Jasa Maritim. This research was a quantitative descriptive study. Data collection techniques were conducted through interviews, questionnaires, and documentation studies. The sample in this study consisted of 81 employees. Variables were measured using a Likert scale. Hypothesis testing used multiple linear regression analysis through the F test and t test.

The results showed that, partially, job characteristics had a positive and significant effect on employee job satisfaction at PT. Pelindo Jasa Maritim. Organizational commitment had a positive and significant effect on employee job satisfaction at PT. Pelindo Jasa Maritim. Simultaneously, job characteristics and organizational commitment had a positive and significant effect on employee job satisfaction at PT. Pelindo Jasa Maritim. Organizational commitment was the most dominant variable influencing employee job satisfaction at PT. Pelindo Jasa Maritim Area Sumatera I

Keywords: job characteristics, organizational commitment, job satisfaction

ABSTRAK

Farhan Arsyam, NPM: 71220312145, Pengaruh Karakteristik Pekerjaan Dan Komitmen Organisasi Terhadap Kepuasan Kerja Pegawai Di PT. Pelindo Jasa Maritim. Dibimbing oleh Ilham Sonata, S.E., M.M sebagai Pembimbing I dan Julienda Br Harahap, S.E., M.M sebagai Pembimbing II, Skripsi-2026.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh karakteristik pekerjaan dan komitmen organisasi terhadap kepuasan kerja pegawai di PT. Pelindo Jasa Maritim. Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (*questionaire*) dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 81 orang pegawai. Variabel diukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji t.

Hasil penelitian menunjukkan bahwa secara parsial, karakteristik pekerjaan berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai di PT. Pelindo Jasa Maritim. Komitmen organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai di PT. Pelindo Jasa Maritim. Secara simultan, karakteristik pekerjaan dan komitmen organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai di PT. Pelindo Jasa Maritim. Komitmen organisasi merupakan variabel yang paling dominan mempengaruhi kepuasan kerja pegawai di PT. Pelindo Jasa Maritim.

Kata kunci : karakteristik pekerjaan, komitmen organisasi dan kepuasan kerja