INTISARI

Pratama, Raka Adhitya, 2019. Pengaruh Kerja tim persepisian, Komitmen Organisasi dan Motivasi melalui Kepuasan Kerja terhadap Kesetiaan Karyawan. Fakultas Ekonomi. Universitas Setia Budi Surakarta. Pembimbing I Nang Among Budiadi, SE, M. SI. Pembimbing II Drs. Sugiyarmasto, MM.

Penelitian ini bertujuan untuk menguji faktor-faktor yang mempengaruhi kesetiaan karyawan. Analisis ini menggunakan variabel independen yaitu kerja tim, komitmen organisasi, motivasi dan kepuasan kerja. Variabel dependennya kesetiaan karyawan.

Sampel penelitian adalah seluruh karyawan RSUD Kaimana. Sampel dilakukan dengan metode probability cluster sampling. Pengumpulan datanya menggunakan kuesioner yang disebarkan langsung ke seluruh karyawan Rumah Sakit 136 kuesioner. Metode analisis ini menggunakan teknik analisis SEM (Structural Equation Modeling).

Hasil penelitian menunjukkan bahwa kepuasan kerja berpengaruh signifikan terhadap kesetiaan karyawan, kerja tim berpengaruh tidak signifikan terhadap kepuasan kerja, komtimen organisasi berpengaruh tidak signifikan terhadap kepuasan kerja, dan motivasi berpengaruh signifikan terhadap kepuasan kerja.

Kata kunci : kesetiaan kerja, kepuasan kerja, kerja tim, komitmen organisasi, motivasi kerja

ABSTRACK

Pratama, Raka Adhitya, 2019. The Effect of Depository Team Work , Organizational Commitment and Motivation through Job Satisfaction on Employee Loyalty. Faculty of Economics. Setia Budi University, Surakarta. Supervisor I Nang Among Budiadi, SE, M. SI. Advisor II Drs. Sugiyarmasto, MM.

This study aims to examine the factors that affect employee loyalty. This analysis uses independent variables namely teamwork, organizational commitment, motivation and job satisfaction. The dependent variable is employee loyalty.

The research sample is all employees of Kaimana Regional Hospital. Samples were conducted using probability cluster sampling method. The data collection used questionnaires which were distributed directly to all 136 Hospital employees. This analysis method uses SEM (Structural Equation Modeling) analysis techniques.

The results showed that job satisfaction had a significant effect on employee loyalty, teamwork had no significant effect on job satisfaction, organizational commitment had no significant effect on job satisfaction, and motivation had a significant effect on job satisfaction.

Keywords : job loyalty, job satisfaction, team work, organizational commitment, work motivation