ABSTRAK

Maksud dari penelitian ini adalah terdapat pengaruh meaning of work terhadap komitmen organisasional dengan work engangement dan kepuasan kerja sebagai variabel mediasi. Studi kasus ini dilakukan pada perawat rumah rumah sakit Dr. Sardjito Yogyakarta. Teknik pengambilan sampel yang dipakai adalah dengan menggunakan teknik *purposive sampling,* di mana teknik penentuan sampel dilakukan dengan pertimbangan karakteristik tertentu seperti berdasarkan ; jenis kelamin, umur, masa kerja dan pendidikan terakhir.

Penggolongan karakteristik yang dilakukan terhadap responden dalam penelitian ini bertujuan untuk menetahui secara jelas mengenai gambaran responden sebagai objek penelitian. Kuesioner digunakan sebagai alat penelitian dengan menggunakan perhitungan analisis jalur / *path analysis.* Metode analisis data yang digunakan dalam penelitian ini adalah metode regresi linier berganda.

Analisis regersi menunjukkan bahwa 1) *meaning of work* berpengaruh signifikan terhadap komitmen organisasional, 2) *meaning of work* berpengaruh signifikan terhadap komitmen organisasional melalui *work engagement,* 3) *meaning of work* berpengaruh signifikan terhadap komitmen organisasional melalui kepuasan kerja. Berdasarkan hasil analisis regresi tersebut, hipotesis yang terbukti adalah 1) *Meaning of work* secara positif mempengaruhi komitmen organisasional, 2) *Work engangement* memediasi pengaruh antara *meaning of work* dan komitmen organisasional, 3) Kepuasan kerja memediasi pengaruh antara *meaning of work* dan komitmen organisasional.

Kata kunci : *meaning of work, work engangement*, kepuasan kerja, komitmen organisasional.

ABSTRACT

The whole point of this research is that there the influence of meaning of work against the commitment of organizational with work engangement and satisfaction of teaching experience as variables reaches as high as mediation .A case study was being conducted in the nurse who often says surfaces in hospitals dr .Sardjito yogyakarta in central java . Technique the sample worn is by using technique purposive sampling, in which the determination of sample technique is written with a consideration characteristic of certain as based on; sex, age, working time and education last.

The characteristic was done with respondents in this study attempts to menetahui clearly to picture respondents as an object research .The questionnaire used as an instrument research with the use calculation analysis the / path analysis .The method of analysis the data used in this research is the method linear regression multiple .

It is anticipated that analysis regersi shows that 1) meaning of work in also had an impact significantly correlates with organisational commitment on the part of , 2) meaning of work in also had an impact significantly correlates with organisational commitment on the part of through work engagement , 3) meaning of work in also had an impact significantly correlates with organisational satisfaction in drinking water has commitment on the part of through much of his best work .Based on the results of the analysis regressions , a hypothesis that is proven is 1) meaning of work in a positive way affect organisational commitment on the part of , 2) work engangement mediates the influence of between meaning of work and commitment of organizational , 3) much of his best work satisfaction in drinking water has mediates the influence of between meaning of work and commitment of organizational.

Key words: meaning of work , work engangement , work satisfaction, organisational commitment.