

ABSTRAK

PENGARUH *JOB SATISFACTION* DAN *ORGANIZATIONAL COMMITMENT* TERHADAP *ETHICAL CLIMATE* PADA PEGAWAI KANTOR REGIONAL I BADAN KEPEGAWAIAN NEGARA YOGYAKARTA

Penelitian ini tentang analisis pengaruh *job satisfaction* dan *organizational commitment* terhadap *ethical climate* pada pegawai Kantor Regional I Badan Kepegawaian Negara Yogyakarta. Sampel penelitian yang digunakan untuk pengujian hipotesis adalah sebanyak 164 responden yang merupakan pegawai Kantor Regional I Badan Kepegawaian Negara Yogyakarta. Pengumpulan data penelitian dilakukan dengan menggunakan metode *stratified random sampling*.

Hipotesis yang diajukan dalam penelitian ini adalah (1) Kepuasan kerja (*job satisfaction*) dan komitmen organisasi (*organizational commitment*) secara bersama-sama berpengaruh positif dan signifikan terhadap iklim etika (*ethical climate*) Kanreg I BKN Yogyakarta. (2) Kepuasan kerja (*job satisfaction*) berpengaruh positif dan signifikan terhadap iklim etika (*ethical climate*) Kanreg I BKN Yogyakarta. (3) Komitmen organisasi (*organizational commitment*) berpengaruh positif dan signifikan terhadap iklim etika (*ethical climate*) Kanreg I BKN Yogyakarta.

Berdasarkan hasil analisis disimpulkan bahwa (1) Variabel kepuasan kerja dan komitmen organisasi secara bersama-sama (simultan) terbukti berpengaruh positif dan signifikan terhadap iklim etika Kanreg I BKN Yogyakarta; (2) Variabel kepuasan kerja mempunyai pengaruh positif dan signifikan terhadap iklim etika; (3) Variabel komitmen organisasi mempunyai pengaruh positif dan signifikan terhadap iklim etika Kanreg I BKN Yogyakarta.

Kata Kunci : Kepuasan kerja , Komitmen organisasi, Iklim etika, Kantor Regional I Badan Kepegawaian Negara, Yogyakarta

ABSTRACT

INFLUENCE OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT TO ETHICAL CLIMATE IN STATE PERSONNEL AGENCY REGIONAL I YOGYAKARTA OFFICE

This research about analysis influence of job satisfaction and organizational commitment to the ethical climate in the State Personnel Agency Regional I Yogyakarta Office. The samples used for testing the hypothesis is as much as 164 respondents who are employees State Personnel Agency Regional I Yogyakarta Office. Data collecting of this research conducted by using stratified random sampling method.

The hypotheses are (1) Job satisfaction and organizational commitment together have a positive and significant impact on ethical climate State Personnel Agency Regional I Yogyakarta Office. (2) Job satisfaction has a significant and positive effect on ethical climate State Personnel Agency Regional I Yogyakarta Office. (3) Organizational commitment have a positive and significant impact on ethical climate of State Personnel Agency Regional I Yogyakarta Office.

From the analysis, this research found that (1) Job satisfaction and organizational commitment have a positive simultanly significant effect to the ethical climate of State Personnel Agency Regional I Yogyakarta Office, (2) The variables of job satisfaction has a positive and significant influence on the ethical climate; (3) organizational commitment has a positive and significant influence on the ethical climate of State Personnel Agency Regional I Yogyakarta Office.

Keywords : Job Satisfaction, Organizational Commitment, Ethical Climate,
State Personnel Agency Office, Yogyakarta

