

ABSTRACT

THE ROLE OF JOB SATISFACTION IN MEDIATING LEADERSHIP STYLE, ORGANIZATIONAL CULTURE AND SPIRITUALITY LEVEL ON EMPLOYEE PERFORMANCE

(Survey on Bank Indonesia Employees at Tasikmalaya and Cirebon Representative Offices)

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This study aims to determine: (1) the influence of leadership style, organizational culture, and spiritual level on job satisfaction. (2) the influence of leadership style, organizational culture, and spiritual level on employee performance. (3) the effect of job satisfaction on employee performance. (4) the influence of leadership style, organizational culture, and spiritual level on performance through job satisfaction. The sample size in this study was 99 people. This research is of a quantitative type with a descriptive approach, using primary data and using the partial least square analysis technique – structural equation model (PLS-SEM). By using PLS-SEM this study concluded that: (1) there is a significant positive effect between organizational culture and spiritual level on employee job satisfaction, but leadership style has no significant effect. (2) there is a significant positive influence between leadership style, organizational culture, and spiritual level on employee performance. (3) there is a significant positive effect between job satisfaction on employee performance. (4) there is a positive but not significant influence between leadership style, organizational culture, and spiritual level on employee performance through employee job satisfaction.

***Keywords: Leadership Style, Organizational Culture, Spiritual Level,
Job Satisfaction, Employee Performance.***

ABSTRAK

PERAN KEPUASAN KERJA DALAM MEMEDIASI PENGARUH GAYA KEPEMIMPINAN, BUDAYA ORGANISASI DAN TINGKAT SPIRITUAL TERHADAP KINERJA KARYAWAN

(Survey pada Karyawan Bank Indonesia Kantor Perwakilan Tasikmalaya dan Cirebon)

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh gaya kepemimpinan, budaya organisasi, dan tingkat spiritual terhadap kepuasan kerja. (2) pengaruh gaya kepemimpinan, budaya organisasi, dan tingkat spiritual terhadap kinerja karyawan. (3) pengaruh kepuasan kerja terhadap kinerja karyawan. (4) pengaruh gaya kepemimpinan, budaya organisasi, dan tingkat spiritual terhadap kinerja melalui kepuasan kerja. Ukuran sampel dalam penelitian ini sebanyak 99 orang. Penelitian ini berjenis kuantitatif dengan pendekatan deskriptif, menggunakan data primer serta menggunakan teknik analisis *partial least square – structural equation model* (PLS-SEM). Dengan menggunakan PLS-SEM penelitian ini menyimpulkan bahwa: (1) terdapat pengaruh positif signifikan antara budaya organisasi, dan tingkat spiritual terhadap kepuasan kerja karyawan, namun gaya kepemimpinan berpengaruh tidak signifikan. (2) terdapat pengaruh positif signifikan antara gaya kepemimpinan, budaya organisasi, dan tingkat spiritual terhadap kinerja karyawan. (3) terdapat pengaruh positif signifikan antara kepuasan kerja terhadap kinerja karyawan. (4) terdapat pengaruh positif namun tidak signifikan antara gaya kepemimpinan, budaya organisasi, dan tingkat spiritual terhadap kinerja karyawan melalui kepuasan kerja karyawan.

Kata kunci: Gaya Kepemimpinan, Budaya Organisasi, Tingkat Spiritual, Kepuasan Kerja, Kinerja Karyawan.