

ABSTRACT

***THE INFLUENCE OF ORGANIZATIONAL CLIMATE AND JOB
SATISFACTION ON EMPLOYEE PERFORMANCE
(A Study on Non-Managerial Employees of BJB Bank Singaparna Branch)***

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The purpose of this study is to determine and analyze the influence of organizational climate and job satisfaction on the performance of non-managerial employees of BJB Bank Singaparna Branch. The research method used is a survey method, data obtained directly through a questionnaire to 45 respondents taken from non-managerial employees of BJB Bank Singaparna Branch. Sampling was done using census sampling and the analysis method used in this study is path analysis. Based on the results of the study, it is known that the organizational climate is classified as good, job satisfaction is classified as good and the performance of non-managerial employees of BJB Bank Singaparna Branch is classified as good. Simultaneously, the organizational climate and job satisfaction have an impact on the performance of non-managerial employees of BJB Bank Singaparna Branch.

Keywords: Organizational Climate, Job Satisfaction, Employee Performance

ABSTRAK

PENGARUH IKLIM ORGANISASI DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN (Suatu Penelitian Terhadap Karyawan Non-Manajerial Bank BJB Cabang Singaparna)

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Tujuan dari penelitian ini untuk mengetahui dan menganalisis pengaruh iklim organisasi dan kepuasan kerja terhadap kinerja karyawan non-manajerial Bank BJB Cabang Singaparna. Metode penelitian yang digunakan adalah metode survei, data diperoleh secara langsung melalui kuesioner kepada 45 responden yang diambil dari karyawan non-manajerial Bank BJB Cabang Singaparna. Pengambilan sampel menggunakan sensus sampling dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur. Berdasarkan hasil penelitian diketahui bahwa iklim organisasi termasuk dalam klasifikasi baik, kepuasan kerja termasuk dalam klasifikasi baik dan kinerja karyawan non-manajerial Bank BJB Cabang Singaparna termasuk dalam klasifikasi baik. Secara simultan iklim organisasi dan kepuasan kerja berpengaruh terhadap kinerja karyawan non-manajerial Bank BJB Cabang Singaparna.

Kata Kunci: Iklim Organisasi, Kepuasan Kerja, Kinerja Karyawan