

INTISARI

Penelitian ini bertujuan untuk meneliti komitmen organisasi dan kepuasan kerja sebagai variabel yang memediasi hubungan antara keterlibatan kerja terhadap kinerja karyawan pada WL Aluminium Yogyakarta. Kinerja karyawan harus diperhatikan oleh perusahaan untuk meningkatkan tingkat keterlibatan kerja, komitmen organisasi dan kepuasan kerja karyawan dalam perusahaan.

Teknik sampel pada penelitian ini menggunakan populasi dan terkumpul sebanyak 78 responden. Kuesioner digunakan sebagai teknik pengumpulan data pada penelitian ini. Metode analisis data yang digunakan berupa regresi sederhana, regresi berganda dan analisis jalur (*path analysis*). Hasil penelitian menunjukkan keterlibatan kerja berpengaruh positif dan signifikan terhadap komitmen organisasi. Keterlibatan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja. Keterlibatan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Komitmen organisasi memediasi hubungan antara keterlibatan kerja terhadap kinerja karyawan. Kepuasan kerja memediasi hubungan antara keterlibatan kerja terhadap kinerja karyawan.

Kata kunci: Keterlibatan kerja, Kepuasan Kerja, Komitmen Organisasi, Kinerja karyawan

ABSTRACT

This study aims to examine organizational commitment and job satisfaction as variables that mediate the relationship between job involvement on employee performance at WL Aluminum Yogyakarta. Employee performance must be considered by the company to increase the level job involvement, organizational commitment and job satisfaction of employees in the company.

The sample technique in this study used a population of 78 respondents. The questionnaire was used as a data collection technique in this study. Data analysis methods used is path analysis. The results showed that job involvement had a positive and significant effect on organizational commitment. Job involvement has a positive and significant effect on job satisfaction. Job involvement has a positive and significant effect on employee performance. Organizational commitment has a positive and significant effect on employee performance. Job satisfaction has a positive and significant impact on employee performance. Organizational commitment mediates the relationship between job involvement and employee performance. Job satisfaction mediates the relationship between job involvement and employee performance.

Keywords: job involvement, job satisfaction, organizational commitment, employee performance