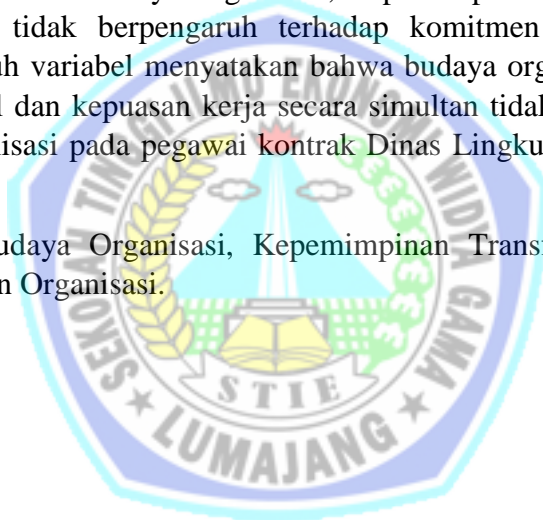


ABSTRAK

Pegawai dituntut untuk memiliki kemampuan dalam menjalankan tugas serta tanggung jawabnya untuk berpartisipasi dalam kegiatan pemerintahan, pembangunan, kemasyarakatan secara efektif dan efisien. Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh budaya organisasi, kepemimpinan transformasional dan kepuasan kerja terhadap komitmen organisasi pada pegawai kontrak Dinas Lingkungan Hidup Kabupaten Lumajang. Penelitian ini menggunakan pendekatan kuantitatif. Teknik pengambilan sampel dalam penelitian ini adalah teknik *nonprobability sampling* dengan metode *purposive sampling* sehingga didapatkan sampel penelitian sesuai kriteria sebanyak 61 responden yaitu pegawai kontrak Dinas Lingkungan Hidup Kabupaten Lumajang yang sudah bekerja satu tahun atau lebih. Penelitian ini menggunakan teknik analisis data yaitu analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa secara parsial budaya organisasi, kepemimpinan transformasional, dan kepuasan kerja tidak berpengaruh terhadap komitmen organisasi, dan hasil pengujian seluruh variabel menyatakan bahwa budaya organisasi, kepemimpinan transformasional dan kepuasan kerja secara simultan tidak berpengaruh terhadap komitmen organisasi pada pegawai kontrak Dinas Lingkungan Hidup Kabupaten Lumajang.

Kata Kunci: Budaya Organisasi, Kepemimpinan Transformasional, Kepuasan Kerja, Komitmen Organisasi.



ABSTRACT

Employees are required to have the ability to carry out their duties and responsibilities to participate in government, development, and community activities effectively and efficiently. This study aims to determine and analyze the influence of organizational culture, transformational leadership, and job satisfaction on organizational commitment to contract employees of the Lumajang Regency Environmental Service. This study uses a quantitative approach. The sampling technique in this study was a nonprobability sampling technique with purposive sampling method so that the research sample was obtained according to the criteria as many as 61 respondents, namely, contract employees of the Lumajang Regency Environmental Service who had worked for one year or more. This study uses data analysis techniques, namely multiple linear regression analysis. The results showed that partially organizational culture, transformational leadership, and job satisfaction had no effect on organizational commitment to contract employees of the Lumajang Regency Environmental Service. Meanwhile, the results of testing all variables stated that organizational culture, transformational leadership, and job satisfaction simultaneously had no effect on organizational commitment to contract employees of the Lumajang Regency Environmental Service.

Keywords: Organizational Culture, Transformational Leadership, Job Satisfaction, Organizational Commitment.

