

INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh konflik peran dan budaya organisasi terhadap komitmen organisasi dengan kepuasan kerja sebagai Variabel *Intervening*. Subjek dan objek dalam penelitian ini adalah pegawai struktural Universitas Muhammadiyah Yogyakarta. Penelitian ini menggunakan metode *Purposive Sampling*. Teknik alat analisis yang digunakan adalah *Path Analysis*. Berdasarkan analisis yang telah dilakukan, diperoleh hasil bahwa Konflik peran berpengaruh terhadap kepuasan kerja. Budaya organisasi berpengaruh terhadap kepuasan kerja. Konflik peran berpengaruh terhadap komitmen organisasi. Budaya organisasi berpengaruh terhadap komitmen organisasi. Kepuasan kerja berpengaruh terhadap komitmen organisasi. Konflik peran berpengaruh terhadap komitmen organisasi melalui kepuasan kerja. Budaya organisasi berpengaruh terhadap komitmen organisasi melalui kepuasan kerja.

Kata kunci: Konflik Peran, Budaya Organisasi, Kepuasan Kerja, Komitmen Organisasi, Kepuasan Kerja

ABSTRACT

This study aims to analyze the effect of role conflict and organizational culture on organizational commitment with job satisfaction as intervening variables. The subjects and objects in this study were Muhammadiyah University of Yogyakarta Structural Employees. This study uses a Purposive Sampling method. The technique of the analytical tool used is Path Analysis. Based on the analysis that has been done, the results show that role conflict has an effect on job satisfaction, organizational culture has an effect on job satisfaction, role conflict has an effect on organizational commitment, organizational culture has an effect on organizational commitment, Job Satisfaction has an effect on organizational commitment, role conflict has an effect on organizational commitment through job satisfaction, organizational culture has an effect on organizational commitment through job satisfaction.

Keywords : Role Conflict, Organizational Culture, Job Satisfaction, Organizational Commitment