

**Pengaruh Iklim Organisasi, Komitmen Organisasi, dan
Pengembangan Karir Terhadap Prestasi Kerja Melalui Mediasi
Kepuasan Kerja
(Studi Kasus Pada PT Suara Merdeka Press Semarang)**

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ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengelolaan SDM PT Suara Merdeka Press Semarang dengan meneliti pengaruh iklim organisasi, komitmen organisasi, dan pengembangan karir terhadap prestasi kerja melalui mediasi kepuasan kerja. Sampel penelitian sebanyak 200 orang pegawai di PT Suara Merdeka Press Semarang yang dipilih dengan metode simple random sampling. Data dikumpulkan menggunakan kuesioner untuk diolah dengan analisis SEM (Structural Equation Modelling).

Hasil penelitian ini menunjukkan iklim organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja, komitmen organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja, pengembangan karir berpengaruh positif dan signifikan terhadap kepuasan kerja, iklim organisasi berpengaruh positif dan signifikan terhadap prestasi kerja, komitmen organisasi berpengaruh positif dan signifikan terhadap prestasi kerja, pengembangan karir berpengaruh positif dan signifikan terhadap prestasi kerja, dan kepuasan kerja berpengaruh positif dan signifikan terhadap prestasi kerja.

Kata Kunci : Iklim Organisasi, Komitmen Organisasi, Pengembangan Karir, Kepuasan Kerja, Prestasi Kerja.

**The Influence of Organization Climate, Organization Commitment,
and Career Development on Work Achievement Through Job
Satisfaction Mediation (Case Study at PT Suara Merdeka Press
Semarang)**

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ABSTRACT

The purpose of this study was to determine the human resources management of PT Suara Merdeka Press Semarang to investigate the influence of organizational climate, organizational commitment, and career development on work achievement through the mediation of job satisfaction. The study sample as many as 200 employees at PT Suara Merdeka Press Semarang that selected by simple random sampling method. Data were collected using a questionnaire to be processed with the analysis of SEM (Structural Equation Modelling).

The results of this study showed organizational climate has positive and significant influence on job satisfaction, organizational commitment has positive and significant influence on job satisfaction, career development has positive and significant influence on job satisfaction, organizational climate has positive and significant influence on work achievement, organizational commitment has positive and significant influence on work achievement, career development has positive and significant influence on work achievement and job satisfaction has positive and significant influence on work achievement.

Keyword : organizational climate, organizational commitment, career development, work achievement, job satisfaction