

ABSTRACT

Neni Tri Berlanti (2022), The Influence of Competence and Organizational Commitment on Job Satisfaction at PT. Pos Indonesia (Persero) Baturaja Branch. Under the guidance of **Ervin Mardalena, S.E., M.Si and RR. Dimas Veronica Priharti, S.E., M.M.** This thesis discusses the Influence of Competence and Organizational Commitment on Job Satisfaction at PT. Pos Indonesia (Persero) Baturaja Branch. The population in this study were 30 employees of PT. Pos Indonesia (Persero) Baturaja Branch. The analytical method used is quantitative method using Multiple Linear Regression analysis tool. The results of the analysis explained that the t-count of each competency variable (X1) was 9.326 and Organizational Commitment (X2) was 2.426, which was greater than the t-table value of 2.05183 which states that all variables had a significant influence on Job Satisfaction at PT. Pos Indonesia (Persero) Baturaja Branch. The calculated F value of 223.923 was greater than the F table of 3.35 stating that jointly Competence and Organizational Commitment had a significant influence on Employees' Job Satisfaction at PT. Pos Indonesia (Persero) Baturaja Branch. The value of the coefficient of determination (R Square) of 0.943 means that in this case the contribution of the influence of Competence and Organizational Commitment to Employees' Job Satisfaction was 94.3%, while the remaining 5.7% was influenced by other variables not mentioned in this study such as motivation, work involvement , absenteeism, turnover, feelings of stress, work performance (Afandi, 2018:77).

Keywords: Competence, Organizational Commitment, Job Satisfaction

ABSTRAK

Neni Tri Berlanti (2022), Pengaruh Kompetensi dan Komitmen Organisasi Terhadap Kepuasan Kerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Skripsi dibawah bimbingan **Ervin Mardalena, S.E., M.Si dan RR. Dimas Veronica Priharti, S.E., M.M.** Skripsi ini membahas tentang Pengaruh Kompetensi dan Komitmen Organisasi Terhadap Kepuasan Kerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Populasi dalam penelitian ini adalah 30 orang karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Kompetensi (X_1) sebesar 9,326 dan Komitmen Organisasi (X_2) sebesar 2,426 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,05183 menyatakan seluruh variabel berpengaruh signifikan terhadap Kepuasan Kerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Nilai F hitung sebesar 223,923 lebih besar dari F tabel sebesar 3,35 menyatakan bahwa secara bersama-sama Kompetensi dan Komitmen Organisasi berpengaruh signifikan Terhadap Kepuasan Kerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Nilai koefisien determinasi (*R Square*) sebesar 0,943 artinya dalam hal ini sumbangan pengaruh Kompetensi dan Komitmen Organisasi Terhadap Kepuasan Kerja Karyawan sebesar 94,3%, sedangkan sisanya 5,7% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti motivasi, pelibatan kerja, *Absenteisme*, *turnover*, perasaan stress, prestasi kerja (Afandi, 2018:77).

Kata Kunci : Kompetensi, Komitmen Organisasi, Kepuasan Kerja