

**PENGARUH IKLIM ORGANISASI DAN *QUALITY OF WORK LIFE* TERHADAP
KINERJA PEGAWAI MELALUI KEPUASAN KERJA SEBAGAI VARIABEL
INTERVENING PADA BAPPEDALITBANG KABUPATEN KARO**

ABSTRAK

**HERLINA BR PANDIA
243304811067**

Penelitian ini bertujuan untuk mengetahui apakah Iklim Organisasi dan *Quality of Work Life* berpengaruh terhadap Kinerja melalui Kepuasan Kerja sebagai variabel intervening pada pegawai Bappedalitbang Kabupaten Karo. Penelitian dilakukan terhadap pegawai tetap pada Bappedalitbang Kabupaten Karo. Populasi dalam penelitian ini sebanyak 33 orang. Dikarenakan jumlah populasi sedikit, maka teknik pengambilan sampel pada penelitian ini yaitu sampel jenuh dengan jumlah sampel sebanyak 33 orang. Teknik pengumpulan data yang digunakan adalah data primer berupa kuesioner dan data sekunder yang diperoleh melalui studi dokumentasi. Teknik analisis data menggunakan data kuantitatif yang diolah dengan program SPSS versi 25, yaitu uji t, uji sobel dan analisis jalur. Hasil yang didapat dalam penelitian ini menunjukkan 1) terdapat pengaruh positif dan signifikan antara Iklim Organisasi terhadap Kepuasan Kerja, 2) terdapat pengaruh positif dan signifikan antara *Quality of Work Life* terhadap Kepuasan Kerja, 3) terdapat pengaruh positif dan signifikan antara Iklim Organisasi terhadap Kinerja, 4) terdapat pengaruh positif dan signifikan antara *Quality of Work Life* terhadap Kinerja, 5) terdapat pengaruh positif dan signifikan antara Kepuasan Kerja terhadap Kinerja, 6) Terdapat pengaruh antara Iklim Organisasi terhadap Kinerja melalui Kepuasan Kerja sebagai variabel intervening, 7) Terdapat pengaruh antara *Quality of Work Life* terhadap Kinerja melalui Kepuasan Kerja sebagai variabel intervening.

Kata Kunci: Iklim Organisasi, Kepuasan Kerja, Kinerja dan *Quality of Work Life*.

THE EFFECT OF ORGANIZATIONAL CLIMATE AND QUALITY OF WORK LIFE ON EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION AS AN INTERVENING VARIABLE IN BAPPEDALITBANG KABUPATEN KARO

ABSTRACT

HERLINA BR PANDIA
243304811067

This study aims to determine whether Organizational Climate and Quality of Work Life influence Performance through Job Satisfaction as an intervening variable on Bappedalitbang Karo Regency employees. The study was conducted on permanent employees at Bappedalitbang Karo Regency. The population in this study was 33 people. Due to the small population, the sampling technique in this study was a saturated sample with a sample size of 33 people. The data collection technique used was primary data in the form of questionnaires and secondary data obtained through documentation studies. The data analysis technique used quantitative data processed with the SPSS version 25 program, namely the t-test, Sobel test and path analysis. The results obtained in this study indicate 1) there is a positive and significant influence between Organizational Climate on Job Satisfaction, 2) there is a positive and significant influence between Quality of Work Life on Job Satisfaction, 3) there is a positive and significant influence between Organizational Climate on Performance, 4) there is a positive and significant influence between Quality of Work Life on Performance, 5) there is a positive and significant influence between Job Satisfaction on Performance, 6) There is an influence between Organizational Climate on Performance through Job Satisfaction as an intervening variable, 7) There is an influence between Quality of Work Life on Performance through Job Satisfaction as an intervening variable.

Keywords: Job Satisfaction, Organizational Climate, Performance and Quality of Work Life