

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh komitmen organisasi dan *hardiness* terhadap *job satisfaction* pada anggota Karang Taruna di Moyudan. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara komitmen organisasi dan *hardiness* terhadap *job satisfaction*. Subjek dalam penelitian ini adalah anggota karang taruna di Moyudan sebanyak 65 orang. Data yang dikumpulkan menggunakan Skala Komitmen Organisasi, Skala *Hardiness* dan Skala *Job Satisfaction*. Data dianalisis menggunakan korelasi regresi ganda (*multiple regression*). Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar 0.793 ($p < 0.050$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara komitmen organisasi dan *hardiness* dengan *job satisfaction*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0.617, hal tersebut menunjukkan bahwa variabel komitmen organisasi dan *hardiness* memiliki kontribusi sebesar 61.7% terhadap variabel *job satisfaction* dan sisanya 38.3% berhubungan dengan variabel lainnya yang tidak diteliti dalam penelitian ini.

Kata kunci : *hardiness, job satisfaction, komitmen organisasi*

ABSTRACT

This study aims to determine the effect of organizational commitment and hardiness on job satisfaction among members of Karang Taruna in Moyudan. The hypothesis in this study is that there is a positive relationship between organizational commitment and hardiness on job satisfaction. The subjects in this study were members of the youth organization in Moyudan as many as 65 people. Data collected using Organizational Commitment Scale, Hardiness Scale and Job Satisfaction Scale. Data were analyzed using multiple regression correlation. Based on the results of the analysis, obtained a correlation value of 0.793 ($p < 0.050$). These results indicate that there is a significant positive relationship between organizational commitment and hardiness with job satisfaction. The acceptance of the hypothesis in this study shows a coefficient of determination (R^2) of 0.617, it shows that the organizational commitment and hardiness variables have a contribution of 61.7% to the job satisfaction variable and the remaining 38.3% is related to other variables not examined in this study.

Keywords: *hardiness, job satisfaction, organizational commitment*