

## **ABSTRAK**

### **HUBUNGAN KEPUASAN KERJA DENGAN KOMITMEN KARYAWAN**

**Studi Kasus Pada Karyawan Tetap Departemen Pemasaran  
Penerbit-Percetakan Kanisius Yogyakarta**

**Tri Yulianto  
Universitas Sanata Dharma Yogyakarta  
2007**

Penelitian ini bertujuan untuk mengetahui tingkat kepuasan kerja dan komitmen karyawan pada Departemen Pemasaran Penerbit-Percetakan Kanisius Yogyakarta, serta mengetahui hubungan antara Kepuasan kerja dan komitmen karyawan. Dalam penelitian ini aspek-aspek kepuasan kerja terdiri dari aspek: pekerjaan, pembayaran, promosi, supervisi dan rekan kerja.

Metode pengumpulan data yang digunakan adalah kuesioner dan wawancara. Dalam penelitian ini seluruh karyawan tetap Departemen Pemasaran Penerbit-Percetakan Kanisius Yogyakarta sebanyak 60 orang karyawan dijadikan responden. Teknik analisis data yang digunakan adalah perhitungan persentase dan rata-rata skor jawaban responden untuk mengetahui tingkat kepuasan kerja dan tingkat komitmen karyawan Departemen Pemasaran Penerbit-Percetakan Kanisius Yogyakarta, sedangkan analisis korelasi Spearman Brown digunakan untuk mengidentifikasi hubungan antara kepuasan kerja dan komitmen karyawan terhadap organisasi.

Dari hasil analisis, penilaian karyawan terhadap kepuasan kerja secara keseluruhan berada pada kriteria yang puas. Komitmen karyawan terhadap organisasi secara keseluruhan berada pada kriteria yang tinggi. Terdapat hubungan yang positif dan signifikan antara kepuasan kerja dan komitmen karyawan terhadap organisasi.

## **ABSTRACT**

### **THE RELATION BETWEEN JOB SATISFACTION AND EMPLOYEE'S COMMITMENT**

A Case Study on the Employee's of the Marketing Department of  
Publishing-Printing Kanisius Yogyakarta

**Tri Yulianto**  
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This research was conducted to measure the level of employee's job satisfaction and commitment at Marketing Department of Publishing-Printing Kanisius Yogyakarta. Moreover, it was aimed to know the relation between employee's job satisfaction and commitment. In this research, the satisfaction aspects were: job it self, the salary, promotion, supervision, and partnership.

The data collection methods used in this research were questionnaire and interview. The respondents were 60 employees of the Marketing Department of Publishing-Printing Kanisius Yogyakarta. The data obtained were analyzed using percentage and average to measure the level of job satisfaction and employee's commitment in the Marketing Department of Publishing-Printing Kanisius Yogyakarta. Meanwhile, the Spearman Brown correlation analysis was used to figure out the relation between job satisfaction and employee's commitment on the organization.

Based on the analysis, it was found that employees satisfied with their job. Generally, the employee's commitment was in the high level criteria. There was positive and significant relation between working satisfaction and employee's commitment on the organization.