

ABSTRAK

**PENGARUH MEANINGFUL WORK, PERSON ORGANIZATION FIT,
SERVANT LEADERSHIP DAN PERCEIVED ORGANIZATIONAL
SUPPORT TERHADAP KOMITMEN ORGANISASI**

Laurensia Anindita Tirtaharja
Prodi Manajemen Fakultas Bisnis dan Ekonomi
Universitas Sanata Dharma
Yogyakarta
2026

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh simultan *meaningful work*, *person organization fit*, *servant leadership*, dan *perceived organizational support* terhadap komitmen organisasi, (2) pengaruh *meaningful work* terhadap komitmen organisasi, (3) pengaruh *person organization fit* terhadap komitmen organisasi, (4) pengaruh *servant leadership* terhadap komitmen organisasi, (5) pengaruh *perceived organizational support* terhadap komitmen organisasi. Data diperoleh melalui pengisian kuesioner dengan jumlah responden sebanyak 154 orang menggunakan teknik *sampling* sensus, dan dianalisis menggunakan regresi linear berganda dengan SPSS 30. Hasil dari penelitian ini menunjukkan bahwa: (1) *meaningful work*, *person organization fit*, *servant leadership*, dan *perceived organizational support* berpengaruh secara simultan terhadap komitmen organisasi, (2) *meaningful work* secara parsial berpengaruh terhadap komitmen organisasi, (3) *person organization fit* secara parsial tidak berpengaruh terhadap komitmen organisasi, (4) *servant leadership* secara parsial tidak berpengaruh terhadap komitmen organisasi, (5) *perceived organizational support* secara parsial berpengaruh terhadap komitmen organisasi.

Kata kunci: *meaningful work*, *person organization fit*, *servant leadership*, *perceived organizational support*, komitmen organisasi.

ABSTRACT

**THE INFLUENCE OF MEANINGFUL WORK, PERSON
ORGANIZATION FIT, SERVANT LEADERSHIP, AND PERCEIVED
ORGANIZATIONAL SUPPORT ON ORGANIZATIONAL
COMMITMENT**

Laurensia Anindita Tirtaharja
Management Study Program, Business and Economics Faculty
Sanata Dharma University
Yogyakarta
2026

This study aims to determine: (1) the simultaneous influence of meaningful work, person organization fit, servant leadership, and perceived organizational support on organizational commitment, (2) the influence of meaningful work on organizational commitment, (3) the influence of person organization fit on organizational commitment, (4) the influence of servant leadership on organizational commitment (5) the influence of perceived organizational support on organizational commitment. Data were collected through questionnaires to 154 respondents using the census sampling technique and were analysed using multiple linear regression with SPSS 30. The results of this study indicate that: (1) meaningful work, person organization fit, servant leadership, and perceived organizational support simultaneous influence organizational commitment, (2) meaningful work partially has an influence on organizational commitment, (3) person organization fit partially has no influence on organizational commitment, (4) servant leadership partially has no influence on organizational commitment, (5) perceived organizational support partially has an influence on organizational commitment.

Keywords: meaningful work, person organization fit, servant leadership, perceived organizational support, komitmen organisasi.