Pengaruh motivasi kerja, kepemimpinan dan budaya organisasi terhadap kepuasan kerja karyawan serta dampaknya pada kinerja perusahaan (Studi kasus pada PT Pertiwi Indonesia)

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Abstract

This research aims at analyzing the influence of job motivation, leadership, and corporate culture toward employee job satisfaction, and their impact to the corporate performance. The proposed hypotheses: The job motivation have significance influence to the employee’s job satisfaction, The leadership have significance influence to the employee’s job satisfaction, The organizational culture have significance influence to the employee’s job satisfaction. The work motivation have significance influence to the corporate performance, The leadership have significance influence to the corporate performance, The organizational culture have significance influence to the corporate performance, The employee’s job satisfaction have significance influence to the corporate performance. The result of the research has evidenced that job motivation, leadership, and organizational culture are significantly related to the employee’s job satisfaction. Leadership, however, is negatively related to the employee’s job satisfaction. Job motivation is not significantly related to the corporate performance if it is not connected by the employee’s job satisfaction variable. And the second conclusion is that the leadership is negatively related to the employee’s job satisfaction.

Keywords

job motivation, leadership, organizational culture, employee’s job satisfaction, and corporate performance.

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