

Abstrak

Dalam era globalisasi ini setiap perusahaan dituntut untuk dapat bersaing dengan perusahaan sejenis baik yang ada di dalam negeri maupun di luar negeri, untuk itulah PT. Unilever Indonesia Tbk harus mampu meningkatkan kinerja perusahaan sehingga sangat perlu meningkatkan kinerja karyawannya. Judul penelitian ini adalah "Pengaruh Iklim Organisasi, Pengalaman, Dan Motivasi Kerja Terhadap Komitmen Kerja Karyawan PT. Unilever Indonesia Tbk." Jenis penelitian ini adalah penelitian kuantitatif dengan menggunakan teknik *sampling random* diperoleh sampel sebanyak 100 responden karyawan PT. Unilever Indonesia. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh iklim organisasi, pengalaman, dan motivasi kerja terhadap komitmen kerja karyawan PT. Unilever Indonesia Tbk. Metode penelitian yang dipergunakan adalah Analisis Regresi Berganda dan dilakukan pengujian dengan menggunakan *SPSS for Windows* diperoleh pengujian Uji Uji Validitas hasilnya valid, Uji Reliabilitas hasilnya reliable, Uji Normal hasilnya data penelitian berdistribusi normal, Uji Multikolinearitas hasilnya tidak ada unsur multikolinearitas, Uji Heteroskedastisitas hasilnya tidak ada unsur heteroskedastisitas dan Uji Autokorelasi hasilnya terbebas dari unsur autokorelasi. Hasil persamaan regresi berganda yaitu $Y = 0,083 + 0,209 X_1 + 0,279 X_2 + 0,471 X_3$ dengan nilai Koefisien Determinasi sebesar 0,611 artinya kemampuan variabel iklim organisasi, pengalaman, dan motivasi kerja terhadap komitmen kerja sebesar 61,1 % sedangkan sisanya sebesar 38,9 % dipengaruhi oleh variabel lain. Kesimpulan dari penelitian ini yaitu: 1. Iklim organisasi secara parsial berpengaruh signifikan terhadap komitmen kerja karyawan PT. Unilever Indonesia Tbk. 2. Pengalaman secara parsial berpengaruh signifikan terhadap komitmen kerja karyawan PT. Unilever Indonesia Tbk. 3. Motivasi kerja secara parsial berpengaruh signifikan terhadap komitmen kerja karyawan PT. Unilever Indonesia Tbk. 4. Iklim organisasi, pengalaman, dan motivasi kerja secara simultan berpengaruh signifikan terhadap komitmen kerja karyawan PT. Unilever Indonesia Tbk. 5. Motivasi kerja memiliki pengaruh yang paling dominan terhadap komitmen kerja karyawan PT. Unilever Indonesia Tbk.

Kata Kunci: Iklim Organisasi, Pengalaman, Motivasi Kerja, Komitmen Kerja

Abstract

In this era of globalization, every company is required to be able to compete with similar companies both domestically and abroad. for that PT. Unilever Indonesia Tbk must be able to improve the performance of the company so it is necessary to improve the performance of its employees. The title of this research is "The Influence of Organizational Climate, Experience, and Work Motivation on Work Commitment of Employees of PT. Unilever Indonesia Tbk." This type of research is quantitative research using random sampling technique obtained a sample of 100 employees of PT. Unilever Indonesia. The purpose of this study was to determine and analyze the effect of organizational climate, experience, and work motivation on the work commitment of employees of PT. Unilever Indonesia Tbk. The research method used is Multiple Regression Analysis and testing using SPSS for Windows obtained Validity Test testing the results are valid, Reliability Test results are reliable, Normal Test results are normally distributed research data, Multicollinearity Test results do not have multicollinearity elements, Heteroscedasticity Test results do not exist elements of heteroscedasticity and Autocorrelation Test results are free from elements of autocorrelation. The results of the multiple regression equation are $Y = 0.083 + 0.209 X1 + 0.279 X2 + 0.471 X3$ with a Coefficient of Determination value of 0.611 meaning that the ability of organizational climate variables, experience, and work motivation to work commitment is 61.1% while the remaining 38.9% is influenced by by another variable. The conclusions of this study are: 1. Organizational climate partially has a significant effect on work commitment of employees of PT. Unilever Indonesia Tbk. 2. Experience partially has a significant effect on the work commitment of employees of PT. Unilever Indonesia Tbk. 3. Work motivation partially has a significant effect on the work commitment of employees of PT. Unilever Indonesia Tbk. 4. Organizational climate, experience, and work motivation simultaneously have a significant effect on the work commitment of PT. Unilever Indonesia Tbk. 5. Work motivation has the most dominant influence on the work commitment of employees of PT. Unilever Indonesia Tbk.

Keywords: Organizational Climate, Experience, Work Motivation, Work Commitment