

ABSTRAK

Penelitian ini bertujuan untuk menganalisa pengaruh *person-organization fit* (p-o fit) dan karakteristik pekerjaan terhadap komitmen organisasional melalui kepuasan kerja perawat di RSUD Mohammad Noer Pamekasan.

Penelitian ini menggunakan pendekatan kuantitatif *cross sectional* dimana data yang menyangkut variabel pada penelitian dikumpulkan dalam waktu bersamaan. Jenis data yang digunakan terdiri dari data primer yaitu data yang diperoleh dari penyebaran kuesioner dan data sekunder yaitu data yang didapat melalui sumber yaitu jurnal, situs internet serta dokumen kepegawaian di kantor manajemen RSUD Mohammad Noer Pamekasan. Penelitian ini menggunakan 60 responden perawat di RSUD Mohammad Noer Pamekasan.

Hasil penelitian ini menunjukkan bahwa: 1) *person-organization fit* (p-o fit) tidak berpengaruh langsung secara signifikan terhadap komitmen organisasional pada perawat RSUD Mohammad Noer Pamekasan; 2) *person-organization fit* (p-o fit) berpengaruh langsung secara signifikan terhadap komitmen organisasional melalui kepuasan kerja pada perawat RSUD Mohammad Noer Pamekasan; 3) karakteristik pekerjaan berpengaruh langsung secara signifikan terhadap komitmen organisasional pada perawat RSUD Mohammad Noer Pamekasan dan 4) karakteristik pekerjaan berpengaruh tidak langsung secara signifikan terhadap komitmen organisasional pada perawat RSUD Mohammad Noer Pamekasan.

Kata Kunci: Karakteristik Pekerjaan, Kepuasan Kerja, Komitmen Organisasional, *Person-Organization Fit* (P-O Fit).

ABSTRACT

This study aims to analyze the correlation of person-organization fit (p-o fit) and job characteristics of organizational commitment through job satisfaction of nurses at RSUD Mohammad Noer Pamekasan.

This study uses a quantitative cross sectional approach where data concerning variables in the study were collected at the same time. The type of data used consists of primary data, namely data obtained from the distribution of questionnaires and secondary data, namely data obtained through sources, namely journals, internet sites and staffing documents at the management office of RSUD Mohammad Noer Pamekasan. This study used 60 nurse respondents at RSUD Mohammad Noer Pamekasan.

The results of this study indicate that: 1) person-organization fit (p-o fit) does not have a direct effect on organizational commitment on RSUD Mohammad Noer Pamekasan; 2) person-organization fit (p-o fit) has a significant direct effect on organizational commitment through job satisfaction on RSUD nurses Mohammad Noer Pamekasan; 3) job characteristics have a significant direct effect on organizational commitment to nurses at RSUD Mohammad Noer Pamekasan and 4) job characteristics significantly influence indirectly on organizational commitment to nurses at RSUD Mohammad Noer Pamekasan.

Keyword: Job Characteristics, Job Satisfaction, Organizational Commitment, Person-Organization Fit (P-O Fit).