



**THE EFFECT OF ORGANIZATIONAL CULTURE AND
COMPENSATION ON ORGANIZATIONAL COMMITMENT
THROUGH JOB SATISFACTION AS AN VARIABLE
INTERVENING AT PT. DUWA ATMIMUDA KUDUS**

Thesis

Prepared to Obtain a Bachelor's Degree in Management

Arranged By :

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NIM : 2019-11-296

**MANAGEMENT STUDY PROGRAM
FACULTY OF ECONOMIC AND BUSINESS
UNIVERSITAS MURIA KUDUS
YEAR 2023**



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This thesis is submitted as one of the requirements for completing the undergraduate degree (S1) at the Faculty of Economics and Business

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MOTTO AND DEDICATION

MOTTO :

"God does not burden a person but according to his ability."

(QS Al-Baqarah, 2:286)

“So, in fact, with difficulties there is ease, indeed, with difficulties, there is ease. So when you have finished (from one business, keep working hard (on another). And only in your Lord will you hope" (QS Al-Insyirah, 94:5-8)

“Only you can change your life. Nobody else can do it for you” (Anonim)

“God has perfect timing, never early, never late. It takes a little patient and it takes a lot of faith, but it’s a worth the wait” (Anonim)

DEDICATION :

1. The author dedicated this thesis to his beloved parents, Father and Mother. Two great people who have always been an encouragement as the strongest support from the harshness of the world and never stop giving affection with love, always providing motivation and always willing to listen to my heart's outpouring. Thank you for always fighting for my life, thank you for everything thanks to the prayers and support from my father and mother so that I can be at this point continuing my education up to college level. And I believe that parents' prayers can penetrate the horizon and their sincerity from the heart in their never-ending prayers for their children.
2. The author dedicates this thesis to my brother. Thanks for my little brother.

3. Thank you to the supervisor for taking the time to guide from submitting the title to the end of this thesis.
4. Thanks to my friends and friends who have provided support, input related to the thesis and always listen to my heart and complaints in completing this thesis. Very grateful and thankful for having met all of you, love you guys.
5. Finally, thanks to myself, because I am have been able to try hard and fight so far, and believe that you can finish what you have started, of course it is not easy to get to this point and be able to survive in enjoying the long process of thesis and thank myself myself because I was able to control myself from various pressures outside of circumstances and never decided to give up, no matter how difficult the process of preparing this thesis was by completing it as well and as much as possible , and this is an achievement to be proud of for myself.

FOREWORD

Praise be to Allah SWT who has given His mercy and grace so that the writer can complete the preparation of the thesis with the title "The Effect Of Organizational Culture And Compensation On Organizational Commitment Through Job Satisfaction As An Intervening Variable At PT Duwa Atmimuda". Compiled as an academic requirement in completing the Bachelor (S1) study program in Management, Faculty of Economics and Business, Muria Kudus University. The writer realizes that this thesis would not have been completed properly without the support, guidance, assistance, and prayers from various parties during the preparation of this thesis. On this occasion the author would like to express many thanks to:

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6. Universitas Muria Kudus Education Staff.
7. Leaders and Employees of PT Duwa Atmimuda Kudus.
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12. All parties that the author cannot mention one by one, who have provided support and encouragement to me.

The author realizes that this thesis is still far from perfect and there are still many weaknesses and weaknesses. Therefore, the author really accepts constructive criticism and suggestions from any party. Hopefully this thesis will be useful for readers.

Kudus, September 2023

Author


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ABSTRACT

This study aims to analyze the Effects of Organizational Culture and Compensation on Organizational Commitment Through Job Satisfaction as an Intervening Variable At PT Duwa Atmimuda Kudus. The population in this study was all 304 employees in the production department of PT Duwa Atmimuda Kudus. The sampling technique used purposive sampling with the slovin formula resulting in a sample of 173 employees. Data analysis in this study used AMOS V.24 SEM analysis. Based on the results of the study, it shows that organizational culture has a positive and significant effect on job satisfaction, compensation has a positive and significant effect on job satisfaction, organizational culture has a positive and significant effect on organizational commitment, compensation has a positive but insignificant effect on organizational commitment and job satisfaction has a positive and significant effect towards organizational commitment.

Keyword : organizational culture, compensation, organizational commitment, job satisfaction.

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