



**THE EFFECT OF LEADERSHIP AND WORK
ENVIRONMENT ON ORGANIZATIONAL COMMITMENT
THROUGH JOB SATISFACTION AS AN INTERVENING
VARIABLE (CASE STUDY ON EMPLOYEE OF PT. DUWA
ATMIMUDA KUDUS)**

Thesis

Prepared to Obtain a Bachelor's Degree in Management

By:

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NIM : 2019-11-309

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



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This thesis is submitted as one of the requirements to complete the undergraduate
degree (S1) at the Faculty of Economics and Business
Universitas Muria Kudus

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MOTTO AND DEDICATION

MOTTO:

“Allah does not burden a person but according to his ability”

- Q.S Al-Baqarah, 2:286

“Crazy Dreams Take Crazy Effort” - Woozi Seventeen

“Maybe I made a mistake yesterday, but yesterday's me is still me. I am who I am today, with all my faults. Tomorrow I might be a tiny bit wiser, and that's me, too.

These faults and mistakes are what I am, making up the brightest stars in the constellation of my life. I have come to love myself for who I am, for who I was,

and for who I hope to become” – Kim Namjoon

“Long Story Short, I Survived” - Taylor Swift

This thesis is dedicated to:

1. Both parents of the author who always pray, support, and give love to the author until finally the author can complete this thesis. Thank you for the prayers and motivation that are always given, thank you for being the best support system for the author.
2. The author's own self who has struggled and survived until now can complete the lecture.
3. The author's friends who have helped the author from the beginning to the end of the lecture.

FOREWORD

Assalamu'alaikum Wr.Wb.

Alhamdulillahirabbil'alamin, praise to the presence of Allah SWT who has bestowed His grace and guidance so that the author can complete the thesis with the title **“The Effect Of Leadership And Work Environment On Organizational Commitment Through Job Satisfaction As An Intervening Variable (Case Study On Employee Of PT. Duwa Atmimuda Kudus)”** this well. This thesis was prepared as an academic requirement in completing the Bachelor program (S1) study at the Faculty of Economics and Business, Department of Management, Universitas Muria Kudus.

The author realizes that without the support, assistance, and prayers of all those involved, the author would not be able to complete this thesis properly. Therefore, on this occasion the author would like to thank:

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The author apologizes if the preparation and discussion of this thesis is still far from perfect. Therefore, the author expects constructive criticism and suggestions for better writing in the future.

Wassalamu'alaikum Wr.Wb..

Kudus, September 2023

The Author,



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**UNIVERSITAS MURIA KUDUS
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BUSINESS**

ABSTRACT

This study aims to analyze the effect of leadership, work environment on organizational commitment through job satisfaction as an intervening variable. The population in this study were employees of the production department of PT Duwa Atmimuda Kudus. The sampling method used purposive sampling technique. The total sample in this study was 173 employees. The analysis technique used is using the SEM AMOS Version 24 application. The results showed that leadership has a negative but insignificant effect on job satisfaction. The work environment has a positive and significant effect on job satisfaction. Leadership has a negative but insignificant effect on organizational commitment. The work environment has a negative but insignificant effect on organizational commitment. Job satisfaction has a positive and significant effect on organizational commitment.

Keywords: Leadership, Work Environment, Organizational Commitment, Job Satisfaction.

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