

**Hubungan Antara Komitmen Organisasi dan Iklim Organisasi  
dengan Kepuasan Kerja Karyawan Universitas Muhammadiyah Surakarta**

**The impact of Organizational Commitment and Organizational Climate on The Job  
Satisfaction of Employee Muhammadiyah Surakarta University**

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**Abstract**

This research objective is to find out the correlation between organizational commitment and organizational climate with the job satisfaction.

Job satisfaction functions as a dependent variable on this research. There are two variables functioning as independent variables, those are the commitment and the climate of organization. The hypothesis proposed in this research is divided into one major hypothesis, that is the correlation between organizational commitment and organizational climate with the job satisfaction. Two minor hypothesis proposed in the study are the positive correlation between organizational climate with work satisfaction, and the positive correlation between organizational climate with the job satisfaction.

The sample of this research is included 300 employees of Muhammadiyah University of Surakarta, acquired by random sampling technique. Data is collected through questionnaire method and analyzed by regression method.

The result of this research indicates that there is a significant correlation between organizational commitment and organizational climate with the work satisfaction ( $R = 0.644$ ;  $p < 0.01$ ), while the dominant free variable and the commitment variable becomes the major contributor in affecting the job satisfaction. The research also indicates that there is a positive and significant correlation between organizational commitment and the job satisfaction ( $r \text{ parsial }_{X1Y} = 0.344$ ;  $p < 0.01$ ), in which the continuous and the normative factors become the dominant. This research also proves that there is a significant correlation between organizational climate with the work satisfaction ( $r \text{ parsial }_{X2Y} = 0.183$ ;  $p < 0.01$ ). The dominant factors are conformity and organization clarity.

The other result of this research indicates that there is a very significant difference between organizational commitment, organizational climate and the job satisfaction on many work units where the employees work.

**Key Words: Job Satisfaction - Organizational Commitment - Organizational Climate**