

ABSTRAK

Feri Ardiyansah, 2021 “Pengaruh Kecerdasan Emosional, Kompensasi, Budaya Organisasi dan Motivasi Kerja terhadap Komitmen Organisasi Karyawan PT. Indo Metro Surya Andola Kota Metro”. Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Metro. Pembimbing: (1) H.Suwarto, S. E., M. M dan Pembimbing (2) H.Suryadi, S.E., M.M

Penelitian ini bertujuan untuk mengetahui pengaruh kecerdasan emosional, kompensasi, budaya organisasi dan motivasi kerja terhadap komitmen organisasi karyawan PT. Indo Metro Surya Andola Kota Metro. Dengan membagikan kuesioner berupa pertanyaan seputar kecerdasan emosional, kompensasi, budaya organisasi dan motivasi kerja terhadap komitmen organisasi. kemudian diolah dengan SPSS 21 dengan pendekatan uji asumsi klasik dengan metode normalitas, linieritas, homogenitas.

Penelitian ini menggunakan metode kuantitatif dengan alat analisis regresi linier berganda, uji parsial, uji F, determinasi untuk mengetahui pengaruh kecerdasan emosional, kompensasi, budaya organisasi dan motivasi kerja terhadap komitmen organisasi karyawan PT. Indo Metro Surya Andola. Hasil penelitian secara parsial menunjukkan bahwa secara simultan kecerdasan emosional, kompensasi, budaya organisasi dan motivasi kerja berpengaruh positif dan signifikan terhadap komitmen organisasi.

Kata Kunci : *Kecerdasan Emosional, Kompensasi, Budaya Organisasi, Motivasi Kerja, Komitmen Organisasi*

ABSTRACT

Feri Ardiyansah, 2021 "The Influence Of Emotional Intelligence, Compensation, Organizational Culture And Work Motivation On The Organizational Commitment of Employees of PT. Indo Metro Surya Andola in Metro City". Faculty of Economics and Business, Muhammadiyah University of Metro. Advisor (1) H.Suwarto, S. E., M. M and Advisor (2) H. Suryadi, S.E., M.M.

This study aims to determine the effect of emotional intelligence, compensation, organizational culture and work motivation on the organizational commitment of employees of PT. Indo Metro Surya Andola in Metro City. By distributing questionnaires in the form of questions about emotional intelligence, compensation, corporate culture and work motivation on organizational commitment, then processed using SPSS 21 with a classical assumption test approach with the methods of normality, linearity, homogeneity.

This study uses quantitative methods with multiple linear regression analysis, partial test, F test, determination to determine the effect of emotional intelligence, compensation, organizational culture and work motivation on organizational commitment of employees of PT. Indo Metro Surya Andola. The study results partially show that emotional intelligence, compensation, corporate culture, and work motivation positively and significantly affect organizational commitment.

Keywords: *Emotional intelligence, compensation, organizational culture, work motivation, organizational commitment*