

## INTISARI

Persaingan yang semakin dinamis dalam segala bidang bisnis saat ini, mengharuskan semua perusahaan mampu mengikuti arus perkembangan. Hal ini juga dirasakan oleh industri pengolahan susu sehingga perusahaan harus mempertahankan dan mengembangkan terus kemampuannya. Divisi *Engineering* PT. Sarihusada Generasi Mahardhika merupakan divisi dengan tingkat tekanan pekerjaan yang tinggi dibandingkan divisi lainnya. Perusahaan ataupun Divisi *Engineering* harus mampu mendukung kompetensi perusahaan dengan menciptakan produktivitas tinggi, yang salah satu faktor pendukungnya adalah kepuasan kerja bagi karyawan. Kepuasan kerja merupakan konsekuensi positif langsung dari *person-organization fit* dan iklim psikologis. Penelitian ini bertujuan untuk menguji pengaruh positif *person-organization fit* dan iklim psikologikal terhadap kepuasan kerja pada karyawan di Divisi *Engineering* PT. Sarihusada Generasi Mahardhika.

Data primer diperoleh menggunakan metoda survei dengan penyebaran kuesioner. Penelitian ini dilakukan dengan metoda sensus, yang artinya menggunakan populasi dari keseluruhan karyawan Divisi *Engineering* yang berjumlah 73 orang sebagai responden. Pengujian hipotesis 1, yaitu *person-organization fit* berpengaruh positif terhadap kepuasan kerja; dan hipotesis 2, yaitu iklim psikologikal berpengaruh positif terhadap kepuasan kerja dilakukan dengan metoda uji regresi linier berganda.

Hasil pengujian hipotesis 1 menunjukkan bahwa *person-organization fit* berpengaruh positif terhadap kepuasan kerja; serta hipotesis 2 menunjukkan iklim psikologikal berpengaruh positif terhadap kepuasan kerja. Maka, karyawan Divisi *Engineering* PT. Sarihusada Generasi Mahardhika telah merasakan persepsi puas terhadap pekerjaannya yang dihasilkan melalui kesesuaian antara nilai yang dimilikinya dengan nilai yang dimiliki organisasi, serta lingkungan organisasi tempat mereka bekerja.

Kata kunci: kepuasan kerja, *person-organization fit*, iklim psikologikal.

## **ABSTRACT**

Competition is increasingly dynamic in all areas of business today, requires which all companies are able to follow the flow of development. It is also felt by the dairy industry so the company must maintain and develop its ability. Engineering division of PT. Sarihusada Generasi Mahardhika is a division with high job pressure level compared to other divisions. The company or the engineering division must be able to support the competence of the company by creating high productivity, which one of the supporting factors is job satisfaction for employees. Job satisfaction is a direct positive consequence of person-organization fit and psychological climate. This study aims to examine the positive influence of person-organization fit and psychological climate on job satisfaction at employees in the engineering division of PT. Sarihusada Generation Mahardhika.

Primary data were obtained using survey method with questionnaire distribution. This research was conducted by census method, which means using the population of the whole employee of engineering division which amounted to 73 people as respondents. Testing of hitotesis 1, namely person organization fit have a positive effect on job satisfaction; and hypothesis 2, that is psychological climate have positive effect on job satisfaction done by multiple linear regression test method.

The result of hypothesis 1 test shows that person-organization fit have a positive effect on job satisfaction; and hypothesis 2 shows the psychological climate have a positive effect on job satisfaction. Thus, employees of engineering division of PT. Sarihusada Generasi Mahardhika has felt satisfied perception of his work generated through the suitability between the value it has and the value that the organization has, as well as the organizational environment in which they work.

**Keywords:** job satisfaction, person-organization fit, psychological climate.