

ABSTRAK

Ririn Widiayanti. (2024). Pengaruh Pemberian *Reward* Terhadap Kepuasan Kerja Melalui *Perceived Organizational Support* Sebagai Variabel Mediasi Pada Pegawai Non Pns Di Rumah Sakit Dungus Madiun. Skripsi. Program Studi Manajemen. Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr Karuniawati Hasanah, S.E., M.M. Pendamping (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk Untuk membuktikan secara empiris mengenai Pengaruh Pemberian *Reward* Terhadap Kepuasan Kerja Melalui *Perceived Organizational Support* Sebagai Variabel Mediasi Pada Pegawai NON PNS Di Rumah Sakit Dungus Madiun. Penelitian ini merupakan penelitian kuantitatif dengan jumlah sampel sebanyak 109 orang. Metode pengambilan sampel yaitu menggunakan sampel jenuh. Pengambilan data menggunakan kuesioner dengan penyebaran langsung kepada pegawai NON PNS Di Rumah Sakit Dungus Madiun. Teknik analisis data menggunakan alat uji berupa Structural Equation Modeling (SEM) dengan smartPLS Versi 3.0. Hasil penelitian ini menunjukkan bahwa *Reward* berpengaruh terhadap Kepuasan Kerja Pegawai NON PNS di Rumah Sakit Dungus Madiun. *Reward* tidak berpengaruh terhadap *Perceived Organizational Support* Pegawai NON PNS di Rumah Sakit Dungus Madiun. *Perceived Organizational Support* berpengaruh terhadap Kepuasan Kerja Pegawai NON PNS di Rumah Sakit Dungus Madiun. *Reward* tidak berpengaruh terhadap Kepuasan Kerja melalui *Perceived Organizational Support* Pegawai NON PNS di Rumah Sakit Dungus Madiun

Kata Kunci: *Reward*, Kepuasan Kerja dan *Perceived Organizational Support*

ABSTRACT

Ririn Widiayanti. (2024). *The Effect of Rewarding on Job Satisfaction through Perceived Organizational Support as a Mediation Variable for Non-Civil Servants at Dungus Madiun Hospital*. Thesis. Management Study Program. Faculty of Economics and Business, PGRI University of Madiun. Supervisor (I) Dr. Karuniawati Hasanah, S.E., M.M. Supervisor (II) Robby Sandhi Dessyarti, S.E., M.M.

This research aims to empirically prove the effect of giving rewards on job satisfaction through perceived organizational support as a mediating variable for non-civil servant employees at Dungus Madiun Hospital. This research is a quantitative study with a sample size of 109 people. The sampling method is using saturated samples. Data were collected using a questionnaire which was distributed directly to NON PNS employees at Dungus Madiun Hospital. The data analysis technique uses a test tool in the form of Structural Equation Modeling (SEM) with smartPLS Version 3.0. The results of this research show that rewards influence the job satisfaction of NON PNS employees at Dungus Madiun Hospital. Rewards have no effect on Perceived Organizational Support for NON PNS Employees at Dungus Madiun Hospital. Perceived Organizational Support influences the Job Satisfaction of NON PNS Employees at Dungus Madiun Hospital. Rewards have no effect on Job Satisfaction through Perceived Organizational Support for NON PNS Employees at Dungus Madiun Hospital

Keywords: *Reward, Job Satisfaction and Perceived Organizational Support*