

ABSTRAK

Rahma Dinar Ayu Sasmita. 2025. Pengaruh Gaya Kepemimpinan Paternalistik, Motivasi Kerja, Dan Budaya Organisasi Terhadap Kepuasan Kerja (Studi Kasus Pada Kantor Desa Se – Kecamatan Kare). Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M., Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Tujuan dari penelitian ini untuk mengetahui adanya Pengaruh Gaya Kepemimpinan Paternalistik, Motivasi Kerja, Dan Budaya Organisasi Terhadap Kepuasan Kerja (Studi Kasus Pada Kantor Desa Se – Kecamatan Kare). Penelitian ini merupakan penelitian kuantitatif dengan jumlah sampel sebanyak 96 responden. Metode pengambilan sampel yaitu dengan cara teknik sampling jenuh. Teknik sampling jenuh merupakan teknik pengambilan sampel yang menggunakan seluruh anggota populasi sebagai sampel. Teknik analisis data menggunakan alat uji berupa software SPSS versi 25.

Hasil Penelitian ini adalah (1) Gaya Kepemimpinan Paternalistik (X1) berpengaruh positif dan signifikan terhadap Kepuasan Kerja, (2) Motivasi Kerja (X2) berpengaruh positif secara signifikan terhadap Kepuasan Kerja, (3) Budaya Organisasi (X3) berpengaruh positif secara signifikan terhadap Kepuasan Kerja.

Kata Kunci: Gaya Kepemimpinan Paternalistik, Motivasi Kerja, Budaya Organisasi, Kepuasan Kerja.

ABSTRACT

Rahma Dinar Ayu Sasmita. 2025. The Influence of Paternalistic Leadership Style, Work Motivation, and Organizational Culture on Job Satisfaction (Case Study at the Village Office in Kare District). Thesis. Management Study Program, Faculty of Economics and Business, PGRI Madiun University. Supervisor (I) Dr. Karuniawati Hasanah, S.E., M.M., Supervisor (II) Robby Sandhi Dessyarti, S.E., M.M.

The purpose of this study was to determine the effect of paternalistic leadership style, work motivation, and organizational culture on job satisfaction (case study at the village office in Kare sub-district). This research is a quantitative study with a sample size of 96 respondents. The sampling method is by means of saturated sampling technique. Saturated sampling technique is a sampling technique that uses all members of the population as samples. The data analysis technique uses a test tool in the form of SPSS software version 25.

The results of this study are (1) Paternalistic Leadership Style (X1) has a positive and significant effect on Job Satisfaction. Job Satisfaction, (2) Work Motivation (X2) has a significant positive effect on Job Satisfaction, (3) Organizational Culture (X1) has a positive and significant effect on to Job Satisfaction, (3) Organizational Culture (X3) has a significant positive effect on Job Satisfaction.

Keywords: *Paternalistic Leadership Style, Work Motivation, Organizational Culture, Job Satisfaction.*