ABSTRAK

Desinta Fitria Restianti, 2026. Pengaruh *Career Development* Dan *Organizational Culture* Terhadap Komitmen Organisasi Dengan *Job Satisfaction* Sebagai Variabel Intervening Pada Asn Di Kabupaten Ponorogo. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah S.E., M.M., pembimbing (II) Rolis Ayu Ditasari, SE., M.Ak.

Penelitian ini bertujuan untuk menganalisis Pengaruh *Career Development* Dan *Organizational Culture* Terhadap Komitmen Organisasi Dengan *Job Satisfaction* Sebagai Variabel Intervening Pada Asn Di Kabupaten Ponorogo. Penelitian ini menggunakan pendekatan kuantitatif dengan menggunakan teknik pengambilan sampel dengan penelitian yang dapat disebut menggunakan *non probability sampling.* Data Sampel yang dapat dilakukan penelitian sejumlah 171 Pegawai Sekretariat Daerah (Setda) / Kantor Bupati Ponorogo Data dianalisis menggunakan análisis regresi linier berganda dengan bantuan *IBM SPSS statistic*.

Hasil penelitian menunjukkan bahwa *Career Development* dan *Organizational Culture* berpengaruh positif dan signifikan terhadap *Job Satisfaction* dan Komitmen Organisasi ASN Pemerintah Kabupaten Ponorogo. Selain itu, Job Satisfaction berpengaruh positif dan signifikan terhadap Komitmen Organisasi serta mampu memediasi pengaruh *Career Development* dan *Organizational Culture* terhadap Komitmen Organisasi. Temuan ini menunjukkan bahwa peningkatan pengembangan karier dan budaya organisasi yang kondusif dapat meningkatkan kepuasan kerja pegawai, yang pada akhirnya memperkuat komitmen organisasi ASN dalam mendukung pencapaian tujuan organisasi.

Kata Kunci: *Career Development, Organizational Culture, Job Satisfaction*, Komitmen Organisasi.

ABSTRACT

Desinta Fitria Restianti, 2026. The Influence of Career Development *and Organizational Culture on Organizational Commitment with Job Satisfaction as an Intervening Variable among Civil Servants in Ponorogo Regency. Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor (I) Dr. Karuniawati Hasanah S.E., M.M., Supervisor (II) Rolis Ayu Ditasari, SE., M.Ak.*

This study aims to analyze the influence of career development and organizational culture on organizational commitment with job satisfaction as an intervening variable among Civil Servants in Ponorogo Regency. This study uses a quantitative approach using a sampling technique with research that can be called using non-probability sampling. The sample data for the study was 171 employees of the Regional Secretariat (Setda) / Ponorogo Regent's Office. Data were analyzed using multiple linear regression analysis with the help of IBM SPSS statistics.

The results of the study indicate that Career Development and Organizational Culture have a positive and significant effect on Job Satisfaction and Organizational Commitment among Ponorogo Regency Government Civil Servants (ASN). Furthermore, Job Satisfaction has a positive and significant effect on Organizational Commitment and mediates the influence of Career Development and Organizational Culture on Organizational Commitment. These findings suggest that improving career development and a conducive organizational culture can increase employee job satisfaction, ultimately strengthening ASN's organizational commitment to supporting the achievement of organizational goals.

Keywords: *Career Development, Organizational Culture, Job Satisfaction, Organizational Commitment.*