ABSTRAK

Penelitian ini dilakukan berdasarkan fenomena yang terjadi pada pegawai Kejaksaan Tinggi Jawa Barat. Penelitian ini menemukan fakta bahwa terdapat masalah pada belum optimalnya Komitmen Organisasi pegawai, yang diduga dipengaruhi oleh belum optimalnya Lingkungan Kerja dan Disiplin Kerja, serta perlunya peran Kepuasan Kerja sebagai variabel mediasi. Penelitian ini bertujuan untuk menganalisis pengaruh Lingkungan Kerja dan Disiplin Kerja terhadap Kepuasan Kerja, serta menganalisis pengaruh Lingkungan Kerja, Disiplin Kerja, dan Kepuasan Kerja terhadap Komitmen Organisasi, baik secara langsung maupun melalui Kepuasan Kerja sebagai variabel mediasi. Penelitian ini menggunakan metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Penentuan ukuran sampel sebanyak 80 orang, sedangkan teknik sampling yang digunakan yaitu *purposive* sampling. Metode analisis yang digunakan yaitu analisis jalur (*path analysis*), *Method of Successive Interval* (MSI), analisis koefisien determinasi, uji hipotesis, dan Uji Sobel. Hasil penelitian menunjukkan bahwa Lingkungan Kerja, Disiplin Kerja, dan Kepuasan Kerja juga berpengaruh positif dan signifikan terhadap Komitmen Organisasi. Hasil uji Sobel membuktikan bahwa Kepuasan Kerja mampu memediasi secara signifikan pengaruh lingkungan kerja, dan Disiplin Kerja terhadap Komitmen Organisasi pada pegawai Kejaksaan Tinggi Jawa Barat.

Kata Kunci: Lingkungan Kerja, Disiplin Kerja, Kepuasan Kerja, Komitmen Organisasi

ABSTRACT

This study was conducted based on a phenomenon observed among employees of the West Java High Prosecutor's Office. The study found that employees' organizational commitment was not yet optimal, which was suspected to be influenced by a suboptimal work environment and work discipline, and that job satisfaction needed to serve as a mediating variable. This study aims to analyze the effects of the work environment and work discipline on job satisfaction, as well as the effects of the work environment, work discipline, and job satisfaction on organizational commitment, both directly and indirectly through job satisfaction as a mediating variable. This study used descriptive and verification methods with a quantitative approach. The sample included 80 participants, selected through purposive sampling. The analytical methods used included path analysis, the Method of Successive Intervals (MSI), coefficient of determination analysis, hypothesis testing, and the Sobel test. The results showed that the work environment, work discipline, and job satisfaction had positive and significant effects on organizational commitment. The Sobel test results indicated that job satisfaction significantly mediated the effects of the work environment and work discipline on organizational commitment among employees of the West Java High Prosecutor's Office.

Keywords: ***Work Environment, Work Discipline, Job Satisfaction, Organizational Commitment***