

**PENGARUH KOMITMEN ORGANISASIONAL, MOTIVASI
BERPRESTASI DAN *SERVANT LEADERSHIP* TERHADAP
KEPUASAN KERJA PEGAWAI PADA LEMBAGA
PERKREDITAN DESA (LPD) SE-KECAMATAN
DENPASAR BARAT**

ABSTRAK

Sumber daya manusia merupakan hal terpenting dalam suatu organisasi, salah satu implikasinya adalah bahwa investasi terpenting yang dilakukan oleh suatu organisasi adalah di bidang sumber daya manusia. Penelitian ini bertujuan untuk mengetahui pengaruh komitmen organisasional, motivasi berprestasi dan *servant leadership* terhadap kepuasan kerja pegawai.

Penelitian ini dilakukan pada Lembaga Perkreditan Desa (LPD) se-Kecamatan Denpasar Barat. Sampel dalam penelitian ini adalah 45 orang pegawai pada Lembaga Perkreditan Desa (LPD) se-Kecamatan Denpasar Barat. Metode penentuan sampel pada penelitian ini adalah metode *sampling jenuh*. Pengumpulan data dilakukan melalui, observasi, wawancara, kuesioner dan dokumentasi. Teknik analisis data yang digunakan pada penelitian ini adalah analisis regresi linier melalui program SPSS versi 25.

Berdasarkan hasil analisis regresi linier berganda, penelitian ini menunjukkan bahwa komitmen organisasional berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai yang berarti semakin meningkat komitmen organisasional maka kinerja akan meningkat. Motivasi Berprestasi berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai yang berarti bahwa semakin baik motivasi berprestasi maka kinerja akan meningkat. *Servant Leadership* berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai yang berarti bahwa semakin baik *servant leadership* maka kinerja akan meningkat.

Kata kunci: *Komitmen Organisasional, Motivasi Berprestasi, Servant Leadership, Kepuasan Kerja Pegawai*

**THE EFFECT OF ORGANIZATIONAL COMMITMENT, ACHIEVEMENT
MOTIVATION AND SERVANT LEADERSHIP ON EMPLOYEE WORK
SATISFACTION IN INSTITUTIONS VILLAGE LOANS (LPD)
IN THE SUB-DISTRICT WEST DENPASAR**

ABSTRACT

Human resources are the most important thing in an organization, one of the implications is that the most important investment made by an organization is in the field of human resources. This study aims to determine the effect of organizational commitment, achievement motivation and servant leadership on employee job satisfaction.

This research was conducted at Village Credit Institutions (LPD) throughout West Denpasar District. The sample in this study were 45 employees at Village Credit Institutions (LPD) throughout West Denpasar District. The method of determining the sample in this study is the saturated sampling method. Data collection was carried out through observation, interviews, questionnaires and documentation. The data analysis technique used in this study was linear regression analysis through the SPSS version 25 program.

Based on the results of multiple linear regression analysis, this study shows that organizational commitment has a positive and significant effect on employee job satisfaction, which means that the more organizational commitment increases, the performance will increase. Achievement motivation has a positive and significant effect on employee job satisfaction, which means that the better the achievement motivation, the performance will increase. Servant Leadership has a positive and significant effect on employee job satisfaction, which means that the better the servant leadership, the performance will increase.

Keywords: Organizational Commitment, Achievement Motivation, Servant Leadership, Employee Job Satisfaction

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