

## RINGKASAN

Penelitian ini merupakan penelitian survei pada pegawai Non ASN Dinas Pekerjaan Umum Kabupaten Banyumas. Penelitian ini berjudul “Pengaruh *Workplace Friendship* (Persahabatan Di Tempat Kerja) dan *Working Environment* (Lingkungan Kerja) Terhadap Komitmen Organisasi Dengan Kepuasan Kerja Sebagai Mediasi (Studi pada pegawai Non ASN Dinas Pekerjaan Umum Kabupaten Banyumas)”.

Tujuan penelitian ini adalah untuk menjelaskan pengaruh *workplace friendship* (persahabatan di tempat kerja), *working environment* (lingkungan kerja) terhadap komitmen organisasi dengan kepuasan kerja sebagai mediasi. Populasi dalam penelitian ini adalah seluruh pegawai Non ASN Dinas Pekerjaan Umum Kabupaten Banyumas. Jumlah responden yang diambil dalam penelitian ini sebanyak 90 orang menggunakan teknik *simple random sampling*.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan *Structural Equation Modeling Partial Least Square* (SEM-PLS) menunjukkan bahwa: (1) *Workplace friendship* (persahabatan di tempat kerja) berpengaruh positif terhadap komitmen organisasi, (2) *Working environment* (lingkungan kerja) berpengaruh positif terhadap komitmen organisasi, (3) *Workplace friendship* (persahabatan ditempat kerja) berpengaruh positif terhadap kepuasan kerja, (4) *Working environment* (lingkungan kerja) berpengaruh positif terhadap kepuasan kerja, (5) Kepuasan kerja menjadi pemediasi penuh antara *workplace friendship* (persahabatan ditempat kerja) terhadap komitmen organisasi, (6) Kepuasan kerja menjadi pemediasi penuh antara *working environment* (lingkungan kerja) terhadap komitmen organisasi.

Implikasi dari kesimpulan di atas yaitu dalam upaya meningkatkan komitmen organisasi, banyak hal-hal yang perlu di perhatikan manajemen diantaranya adalah bagaimana memberikan ruang dan kesempatan agar sesama pegawai Non ASN dapat berinteraksi dan bersosialisasi sehingga mereka menemukan kecocokan satu sama lain dan membina hubungan persahabatan di tempat kerja, kemudian juga memperhatikan bagaimana lingkungan kerja dapat mendukung kegiatan kerja pegawai disana, dua hal tersebut akan menghasilkan rasa kepuasan kerja pegawai Non ASN yang akhirnya menumbuhkan rasa komitmen organisasi yang kuat pada diri pegawai Non ASN.

Kata kunci : Persahabatan di tempat kerja, lingkungan kerja, kepuasan kerja, komitmen organisasi

## SUMMARY

*This research is a survey research on Non ASN employees of the Dinas Pekerjaan Umum Banyumas Regency. This study entitled "The Effect of Workplace Friendship and Working Environment on Organizational Commitment with Job Satisfaction as Mediation (Study on Non ASN employees of the Dinas Pekerjaan Umum Banyumas Regency)".*

*The purpose of this study was to explain the effect of workplace friendship, working environment on organizational commitment with job satisfaction as a mediation. The population in this study were all non-ASN employees of the Dinas Pekerjaan Umum Banyumas Regency. The number of respondents who were taken in this study were 90 people using simple random sampling technique.*

*Based on the results of research and data analysis using Structural Equation Modeling Partial Least Square (SEM-PLS) shows that: (1) Workplace friendship has a positive effect on organizational commitment, (2) Working environment has a positive effect on organizational commitment, (3) Workplace friendship has a positive effect on job satisfaction, (4) Working environment has a positive effect on job satisfaction, (5) Job satisfaction becomes a full mediator between workplace friendship to organizational commitment, (6) Job satisfaction becomes a full mediator between the working environment and organizational commitment.*

*The implication of the conclusions above is that in an effort to increase organizational commitment, there are many things that management needs to pay attention to, including how to provide space and opportunities so that fellow Non ASN employees can interact and socialize so that they find compatibility with each other and foster friendly relations in the workplace. work, then also pay attention to how the work environment can support the work activities of employees there, these two things will result in a sense of job satisfaction for Non ASN employees which ultimately fosters a strong sense of organizational commitment in Non ASN employees.*

*Keywords: Friendship at work, work environment, job satisfaction, organizational commitment*