

ABSTRAK

Siti Mutoharoh (1222010183) 2026, “Hubungan antara Etos Kerja dengan kepuasan Kerja Pegawai (Penelitian di Kantor Kementerian Agama Kota Bandung.”

Etos kerja dan kepuasan kerja merupakan dua aspek penting dalam pengelolaan sumber daya manusia, khususnya di lingkungan organisasi dan instansi pemerintah. Etos kerja mencerminkan sikap, semangat, tanggung jawab, serta kesungguhan pegawai dalam melaksanakan pekerjaannya, sedangkan kepuasan kerja berkaitan dengan perasaan senang atau puas pegawai terhadap pekerjaan yang dijalankannya. Pegawai yang memiliki etos kerja tinggi cenderung bekerja secara disiplin, profesional, dan penuh tanggung jawab sehingga dapat menciptakan suasana kerja yang positif serta meningkatkan kepuasan dalam bekerja. Penelitian ini menggunakan pendekatan kuantitatif dengan metode korelasional. Sampel penelitian berjumlah 51 responden yang ditentukan menggunakan rumus Slovin dengan teknik Simple Random Sampling. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dokumentasi, dan angket. Analisis data menggunakan uji normalitas, uji linearitas, uji korelasi Product Moment, dan uji koefisien determinasi. Hasil penelitian menunjukkan bahwa etos kerja pegawai berada pada kategori baik dan kepuasan kerja pegawai berada pada kategori cukup baik. Hasil uji korelasi menunjukkan terdapat hubungan positif dan signifikan antara etos kerja dengan kepuasan kerja pegawai dengan nilai koefisien korelasi sebesar 0,359. Adapun hasil uji koefisien determinasi menunjukkan nilai R Square sebesar 0,129 yang berarti etos kerja memberikan kontribusi sebesar 12,9% terhadap kepuasan kerja pegawai, sedangkan sisanya sebesar 87,1% dipengaruhi oleh faktor lain di luar penelitian.

Kata Kunci: Etos Kerja, Kepuasan Kerja, Pegawai.

ABSTRACT

Siti Mutoharoh (1222010183) 2026, “*The Relationship between Work Ethic and Employee Job Satisfaction (A Study at the Office of the Ministry of Religious Affairs of Bandung City).*”

Work ethic and job satisfaction are two important aspects in human resource management, especially within organizations and government institutions. Work ethic reflects employees' attitudes, enthusiasm, responsibility, and seriousness in carrying out their duties, while job satisfaction relates to employees' feelings of pleasure and satisfaction toward their work. Employees who possess a high work ethic tend to work in a disciplined, professional, and responsible manner, thereby creating a positive work environment and increasing job satisfaction. This study employed a quantitative approach with a correlational method. The research sample consisted of 51 respondents determined using the Slovin formula with the Simple Random Sampling technique. Data collection techniques included observation, interviews, documentation, and questionnaires. Data analysis used normality tests, linearity tests, Product Moment correlation tests, and coefficient of determination tests. The results showed that employees' work ethic was in the good category, while employee job satisfaction was in the fairly good category. The correlation test results indicated a positive and significant relationship between work ethic and employee job satisfaction, with a correlation coefficient value of 0.359. Furthermore, the coefficient of determination test showed an R Square value of 0.129, meaning that work ethic contributed 12.9% to employee job satisfaction, while the remaining 87.1% was influenced by other factors outside this study.

Keywords: *Work Ethic, Job Satisfaction, Employees.*

