

The Effect Of Job Satisfaction On Employees' Organizational Commitment At Gattareng Village Office, Soppeng Regency

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Abstract

This study aims to examine the effect of job satisfaction on organizational commitment of employees at the Gattareng Village Office, Soppeng Regency. This study uses a quantitative approach with a simple linear regression analysis method to determine how much influence job satisfaction has on organizational commitment. The sample used in this study was 14 employees of the Gattareng Village Office. Data were collected through a questionnaire containing questions related to working conditions, awards, compensation, and career development. The results of the study indicate that job satisfaction has a positive and significant effect on organizational commitment. Job satisfaction, which consists of various factors such as the physical condition of the workplace, recognition and awards, compensation and benefits, and career development opportunities, directly affects employee commitment to the organization. The higher the employee's job satisfaction, the higher their commitment to the Gattareng Village Office. This study provides recommendations for the Gattareng Village Office to improve aspects that affect employee job satisfaction, such as improving compensation and benefits, providing fairer awards, and providing more opportunities for career development. In this way, it is expected to increase employee organizational commitment, which in turn will improve the quality of public services at the Gattareng Village Office

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INTRODUCTION

The public service sector has experienced rapid development along with the increasingly complex demands of society. In recent decades, central and regional governments have increasingly paid attention to the importance of the quality of services provided to the community. Efficient and effective public services can increase public satisfaction and create harmonious relations between the government and citizens. With the bureaucratic reform carried out by the government, the public service sector is expected to be able to provide better, faster, and more transparent service quality. Therefore, the development of the public service sector is a priority in efforts to realize good governance and improve the quality of life of the

community, one of which is through optimal human resource management. Human resources (HR) play an important role in creating quality public services. In the context of government, competent, competitive, and highly motivated employees will be able to provide better services. Employees who have good abilities and integrity will contribute directly to the achievement of organizational goals and optimal services. For this reason, HR management is an important factor in creating a government system that is more responsive to the needs of the community. In addition, in government, effective HR not only has technical skills but must also have an understanding of the values of public service that prioritize the interests of the community. This is a challenge for every government agency, including village offices, to ensure that existing human resources are not only qualified individually, but also able to work together in one vision for the progress of the organization and the welfare of the community.

Job satisfaction is one of the important factors that influences the performance of an employee in carrying out their duties. Job satisfaction can be influenced by various aspects, such as salary, work environment, relationships with coworkers, opportunities for development, and awards received. When employees feel satisfied with their work, they will be more motivated and dedicated to achieving organizational goals. In addition, high job satisfaction can reduce work stress levels, improve employee mental well-being, and ultimately contribute to improving overall organizational performance.

Job satisfaction also plays an important role in reducing employee turnover rates. When employees feel appreciated and satisfied with their work, they tend to stay longer in the organization. This is especially relevant in the public service sector, where the continuity of experienced and qualified employees can affect the quality of services provided to the community. Therefore, it is important for every organization to create a work environment that supports employee job satisfaction, to ensure that employees remain motivated and committed to the organization.

Public services at the village level are one form of service that directly touches the community. This service covers various aspects, such as providing social assistance, population administration, health services, education, and other services related to the basic needs of the village community. Because of its nature which is directly related to the community, public services in the village require special attention so that they can run effectively, efficiently, and meet the expectations of the community.

At the village level, the quality of public services is greatly influenced by the quality of existing human resources, as well as the level of commitment and job satisfaction of employees in serving the community. Employees who have high job satisfaction and a strong commitment to the organization will be better able to provide adequate services, solve problems faced by the community, and maintain good relations between the village government and residents. Therefore, improving the quality of public services at the village level is highly dependent on good human resource management.

Gattareng Village Office is an agency that serves the administrative and social needs of the community in the Gattareng Village area, Soppeng Regency. As an institution at the forefront of village-level public services, this office has a great responsibility in providing services to the community, ranging from population administration to various development programs aimed at improving the quality of life of the local community.

To carry out this task, employees in the village office are expected to have good work quality, supported by high motivation and strong commitment to organizational goals. Therefore, the condition of job satisfaction and organizational commitment of employees in the Gattareng Village Office is very important in determining the quality of services provided to the community. In addition, it is important for the authorities to continue to improve training and empowerment of human resources in the village office to ensure optimal service for the community.

In the Gattareng Village Office, several problems related to organizational commitment

are still found. One of the main problems is the low level of motivation of several employees which has an impact on low commitment to the tasks and goals of the organization. This is often related to the problem of job satisfaction that is not achieved optimally, such as a lack of appreciation for employee performance or dissatisfaction with the conditions of the work environment. As a result, some employees lack the enthusiasm to provide the best service to the community. Based on the description above, the author is interested in conducting a study entitled *The Influence of Job Satisfaction on Organizational Commitment of Employees at the Gattareng Village Office, Soppeng Regency*.

Based on the background above, the formulation of the problem of this study is: Does job satisfaction affect organizational commitment of employees at the Gattareng Village Office, Soppeng Regency?

The objectives of the study are as follows: To determine the influence of job satisfaction on organizational commitment of employees at the Gattareng Village Office, Soppeng Regency

Human Resource Management (HRM) is a series of organizational activities that are directed at attracting, developing. HRM plays an important role in meeting human resource needs, from planning to termination. According to Handoko in (Nur Alam et al., 2023) human resource management is the recruitment, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals. According to According to Hasibuan in (Nur Alam et al., 2022) Human Resource Management is the science and art of regulating the relationship and role of the workforce so that they are active and efficient in helping to realize the goals of the company, employees and society.

Mangkunegara in (Mansur et al., 2025) Human Resource Management is a management and utilization of resources that exist in individuals. This management and utilization are developed optimally in the world of work to achieve organizational goals and individual employee development. According to Bray & Rue in (Adawiah et al., 2022) said that Human Resource Management is the design of activities that include the procurement and coordination of human resources.

Edy Sutrisno in (Mansur et al., 2025) argues that HR is the activity of planning, procuring, developing, maintaining, and using HR to achieve goals both individually and organizationally. Then Hasibuan in (Asmini et al., 2024) defines HR as the science and art of managing relationships and roles of workers to effectively and efficiently help realize the goals of the company, employees, and society. Kasmir in (Asmini et al., 2024) HR is the process of managing people, through planning, recruitment, selection, training, development, compensation, career, safety and health and maintaining industrial relations until termination of employment in order to achieve company goals and improve stakeholder welfare, while Bintoro and Daryanto in (Asmini et al., 2023) HR is a science or way of managing relationships and roles of resources (workers) owned by individuals efficiently and effectively and can be used optimally so that the common goals of the company, employees and society are maximized.

Job satisfaction is an individual's feelings or evaluations of their job, which can include positive or negative feelings related to various aspects of the job such as pay, relationships with coworkers, work environment, and opportunities for growth (Robbins & Judge, 2019). Simply put, job satisfaction is the level of pleasure or displeasure that employees have about their jobs. Job satisfaction can be subjective because each individual has different standards and expectations for their jobs.

According to (Andi, 2025), job satisfaction can be defined as "a positive or negative feeling influenced by one's job or experiences". This concept is very important for organizations because satisfied employees tend to be more productive, have lower absenteeism rates, and are more loyal and committed to the organization. Herzberg (1966) in his two-factor motivation theory suggested that job satisfaction is influenced by two types of factors: motivator factors and hygiene factors. Motivator factors such as achievement, recognition, and opportunities for growth can increase job satisfaction, while hygiene factors such as pay, working conditions, and

relationships with coworkers, although they cannot directly increase job satisfaction, can prevent dissatisfaction.

According to Luthans in (Adawiah et al., 2022) job satisfaction includes how employees assess various dimensions of their work, such as the work itself, the work environment, salary, and relationships with superiors and coworkers. Therefore, job satisfaction is the result of the interaction between various factors that influence employees' feelings about their work. (Eliyana & Ma'arif, 2019) in the book *Job Satisfaction: Application, Assessment, Cause, and Consequences* states that job satisfaction is the level at which individuals feel satisfied with various aspects of their work. This includes satisfaction with more general aspects of the job, such as the job itself, but also more specific aspects, such as relationships with coworkers and supervisors, and facilities available in the workplace. Hulin and Judge in (Asmini et al., 2025) also suggest that job satisfaction is a multidimensional concept and relates to general feelings about work as measured through various dimensions, such as compensation, the work itself, social relationships, and opportunities for development.

Organizational commitment is the level of individual attachment to the goals and values that exist in an organization. This commitment involves feelings of responsibility and a desire to contribute positively to the development of the organization. According to (Kim, 2024), organizational commitment is defined as an individual's tendency to behave in a way that supports the continuity and success of the organization. This commitment can be seen as a result of work experience and the influence of the work environment.

According to Meyer and Allen in (Ibrahim et al., 2024), organizational commitment is defined as a psychological process that reflects the extent to which individuals feel bound to the organization where they work. They identified three main dimensions of organizational commitment, namely affective commitment (emotional), continuance commitment (rational), and normative commitment (moral). In the study of Porter, Steers, Mowday, and Boulian in (Adawiah et al., 2022), organizational commitment is defined as the level of strength of an individual's feelings towards the organization, which is reflected in the desire to maintain membership and contribution. They emphasize that organizational commitment is directly related to employee attitudes towards the organization and the achievement of better organizational goals.

According to Sutrisno in (Adawiah & Asmini, 2025), organizational commitment is a psychological relationship between employees and the organization where they work. This commitment can be seen in the form of feelings of responsibility and loyalty to the organization. Organizational commitment also affects the intention to remain in the organization and the level of employee productivity. High commitment can reduce turnover rates and improve individual performance in the organization. So it can be concluded that organizational commitment is a complex and multi-dimensional aspect. In general, this commitment includes feelings of attachment, responsibility, and employee loyalty to the organization.

METHOD

Type of Research

This study uses a quantitative approach with a correlational research type. Correlational research aims to determine the relationship between two or more existing variables. In this case, this study aims to determine the effect of job satisfaction on employee organizational commitment at the Gattareng Village Office, Soppeng Regency.

This type of research prioritizes measurement and analysis of data numerically and statistically to test the hypotheses that have been proposed. Data collection was carried out by distributing questionnaires that were processed and analyzed using statistical methods to see the extent to which job satisfaction variables can affect employee organizational commitment.

Operational Definitions

The variables used in the study consisted of two variables, namely the independent variable and the dependent variable where the independent variable is Job Satisfaction, the independent variable and the dependent variable is Employee Organizational Commitment. The operational variable definition of this study is as follows:

- 1) Job Satisfaction (X): Job satisfaction is a positive or negative feeling that employees have about their work at the Gattareng Village Office. Job satisfaction is measured based on four main dimensions, namely:
 - a) Working Conditions: The quality of the work environment that supports employee comfort in carrying out their duties.
 - b) Recognition and Awards: The level of recognition of employee work results and awards received.
 - c) Compensation and Benefits: Fairness and employee satisfaction with the salary and benefits received from the organization.
 - d) Career Development: Opportunities for career advancement and training provided by the organization.
- 2) Organizational Commitment (Y): Organizational commitment refers to the level of employee attachment to the Gattareng Village Office. This commitment is measured based on three dimensions, namely:
 - a) Affective Commitment: Employee emotional attachment to the organization, measured based on feelings of love and pride in the organization.
 - b) Sustainable Commitment: Employee dependence on the organization, either because of the benefits obtained or because of a sense of security in the job.
 - c) Normative Commitment: Feelings of moral obligation of employees to continue working in the organization because of a sense of responsibility or debt of gratitude.

Population and Sample

The population of this study was all employees at the Gattareng Village Office, Marioriwawo District, Soppeng Regency, totaling 14 people. Meanwhile, the sampling method used was the saturated sampling method, where the number of existing populations can be used as the total number of samples as quoted from the book by Sugiyono (2009), so that the number was determined to be 14 people.

Analysis Methods and Tools

Based on the operational definition of the variables above, the author then developed it into a research instrument to measure the variables studied. The measurement of this research variable was carried out through questionnaire questions. According to Sugiyono (2012) "the Likert scale is used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena. So to find out the measurement of respondents' answers in this study which uses a research instrument in the form of a questionnaire, the author uses the Likert scale method (Likert's Summated Ratings)".

To determine the effect of Job Satisfaction on Employee Organizational Commitment, a simple regression analysis technique is used. Simple linear analysis is used to predict how the condition (rise and fall) of the dependent variable is influenced by the independent variable as a predictor factor being manipulated (its value is increased or decreased). This analysis uses the following equation formula (Sugiyono, 2012):

$$Y = a + bx$$

Where:

Y = Organizational Commitment

a = Constant

b = Regression Coefficient

X = Job Satisfaction

RESULTS AND DISCUSSION

The following description of the research variables displays the respondents' answers in the form of frequency discussions. This description aims to determine the respondents' responses to each indicator of the variables used in this study, so that the conditions of each dependent variable, namely Job Satisfaction, can be known against the independent variable, namely Organizational Commitment. Each of these variables will be explained as follows:

Job Satisfaction (X)

Job Satisfaction (X): Job satisfaction is a positive or negative feeling that employees have about their work at the Gattareng Village Office. Job satisfaction is measured based on four main dimensions, namely: Working Conditions, Recognition and Awards, Compensation and Benefits, and Career Development. The distribution data of respondents' responses to the Job Satisfaction variable at the Gattareng Village Office, Soppeng Regency, can be seen in Table 1.

Table 1. Distribution of Respondents' Responses to Job Satisfaction

NO	INDICATOR	SS (5)	S (4)	R (3)	TS (2)	STS (1)	TOTAL
1	The physical condition of the workplace at this village office is comfortable and supports me to work optimally.	10 (27.78%)	15 (41.67%)	6 (16.67%)	3 (8.33%)	2 (5.56%)	100%
2	The work environment at the Gattareng Village Office affects my comfort in working.	8 (22.22%)	12 (33.33%)	6 (16.67%)	5 (13.89%)	3 (8.33%)	100%
3	I feel that my work is appreciated by my supervisor and colleagues at the Gattareng Village Office.	9 (25%)	10 (27.78%)	7 (19.44%)	4 (11.11%)	3 (8.33%)	100%
4	The rewards I receive are in line with the contributions I make.	7 (19.44%)	11 (30.56%)	9 (25%)	4 (11.11%)	3 (8.33%)	100%
5	The compensation (salary and benefits) I receive is appropriate for the work I do.	10 (27.78%)	15 (41.67%)	6 (16.67%)	3 (8.33%)	2 (5.56%)	100%
6	The compensation I receive is sufficient to meet my living needs.	8 (22.22%)	12 (33.33%)	6 (16.67%)	5 (13.89%)	3 (8.33%)	100%
7	I feel there are opportunities to develop my career through training and improvement.	9 (25%)	10 (27.78%)	7 (19.44%)	4 (11.11%)	3 (8.33%)	100%
8	The organization provides opportunities for promotion or higher positions based on performance.	10 (27.78%)	15 (41.67%)	6 (16.67%)	3 (8.33%)	2 (5.56%)	100%

Source: Processed data, 2025

Based on Table 1: Distribution of Respondents' Responses to Job Satisfaction, the following is an interpretation of the data that has been presented regarding employee job satisfaction at the Gattareng Village Office. Respondents' responses are divided into five categories based on the Likert scale, namely Strongly Agree (SS), Agree (S), Undecided (R), Disagree (TS), and Strongly

Disagree (STS). The following is an analysis for each indicator of job satisfaction measured: The first statement regarding the physical condition of the workplace shows that the majority of respondents feel comfortable with the work environment at the Gattareng Village Office. As many as 27.78% of respondents strongly agree (SS) that the physical condition of the workplace supports their comfort, while 41.67% agree (S). Only 16.67% feel neutral, and the remaining 13.89% disagree, with only 5.56% strongly disagree. This indicates that the majority of employees feel that the physical environment of the workplace is quite supportive of their comfort in working.

Responses related to the work environment show that the majority of employees feel that the work environment greatly affects their comfort at work. 22.22% strongly agree (SS) and 33.33% agree (S), while 16.67% are neutral, 13.89% disagree, and 8.33% strongly disagree. This shows that although most employees feel that the work environment affects their comfort, there are a small number who do not feel that way.

This indicator shows quite positive results. As many as 25% of respondents strongly agree (SS) and 27.78% agree (S) that their work results are appreciated by superiors and coworkers, while 19.44% are neutral and 11.11% disagree. 8.33% of respondents strongly disagree with this statement. Overall, most employees feel that their contributions are appreciated, although there are some respondents who feel unappreciated.

Responses related to the suitability of rewards with contributions show that more employees agree that the rewards they receive are in accordance with their work results. 19.44% strongly agree (SS), 30.56% agree (S), and 25% are neutral. However, there are also 11.11% who disagree and 8.33% who strongly disagree. This shows dissatisfaction from a small number of employees regarding the suitability of the rewards they receive.

In terms of compensation and benefits, the majority of employees feel that the compensation they receive is in accordance with their work. 27.78% strongly agree (SS) and 41.67% agree (S). Only 16.67% feel neutral, while 8.33% disagree and 5.56% strongly disagree. This shows that most employees are satisfied with the compensation and benefits they receive.

The response regarding whether the compensation received is sufficient to meet living needs is also quite positive. As many as 22.22% strongly agree (SS) and 33.33% agree (S). However, 16.67% are neutral, 13.89% disagree, and 8.33% strongly disagree. This shows that although most employees feel that compensation is sufficient, there are a small number who feel that compensation is not sufficient for their living needs.

Regarding career development, most employees feel that they have the opportunity to develop their careers through training and skills development. 25% strongly agree (SS) and 27.78% agree (S). While 19.44% are neutral, 11.11% disagree, and 8.33% strongly disagree. This indicates that many employees feel that there is an opportunity to develop their careers, although there are a small number who do not feel that way.

The last statement regarding the opportunity for promotion or a higher position based on performance shows that 27.78% strongly agree (SS) and 41.67% agree (S) with this statement. As many as 16.67% feel neutral, and 8.33% disagree, while 5.56% strongly disagree. Overall, most employees feel that there is a fair opportunity for promotion based on performance.

Organizational Commitment (Y)

Organizational Commitment (Y): Organizational commitment refers to the level of employee attachment to the Gattareng Village Office. This commitment is measured based on three dimensions, namely: Affective Commitment, Continuous Commitment, and Normative Commitment. The data on the distribution of respondents to the variable Organizational Commitment of employees at the Gattareng Village Office, Soppeng Regency, can be seen in table 2

Table 2. Distribution of Respondents' Responses to the variable Organizational Commitment (Y)

NO	Indicator	SS (5)	S (4)	R (3)	TS (2)	STS (1)	Total
1	I feel very connected to the goals and values at the Gattareng Village	3 (21.43%)	6 (42.86%)	4 (28.57%)	1 (7.14%)	0 (0.00%)	100%

	Office, and I want to continue working here.						
2	I am proud to work at the Gattareng Village Office and strive to give my best for this organization.	4 (28.57%)	5 (35.71%)	3 (21.43%)	2 (14.29%)	0 (0.00%)	100%
3	I continue working at the Gattareng Village Office because I feel more financially secure and find it difficult to find another job with the same income.	2 (14.29%)	5 (35.71%)	3 (21.43%)	3 (21.43%)	1 (7.14%)	100%
4	I find it difficult to leave this job because I have invested significant time and effort at the Gattareng Village Office.	3 (21.43%)	6 (42.86%)	2 (14.29%)	2 (14.29%)	1 (7.14%)	100%
5	I feel a moral obligation to continue working at the Gattareng Village Office because I feel indebted to this organization.	4 (28.57%)	5 (35.71%)	3 (21.43%)	2 (14.29%)	0 (0.00%)	100%
6	I feel that leaving this job would make me feel guilty because I have gained a lot from this organization.	2 (14.29%)	4 (28.57%)	5 (35.71%)	2 (14.29%)	1 (7.14%)	100%

Source: Processed data, 2024

Based on the data in Table 2, the Distribution of Respondents' Answers regarding Organizational Commitment can be explained, which includes affective commitment, ongoing commitment, and normative commitment, the following is an interpretation of respondents' answers regarding organizational commitment at the Gattareng Village Office. The first statement about emotional attachment to the goals and values of the Gattareng Village Office shows that the majority of respondents feel emotionally attached to this organization. As many as 21.43% of respondents strongly agree (SS) and 42.86% agree (S) that they feel attached to the goals and values of the organization. However, there are also 28.57% who are neutral (N), indicating that although most feel attached, there are some who do not feel a strong emotional attachment to the organization. This could be due to differences in experience and perspective among employees, where some feel more emotionally committed while others focus more on other factors such as financial security or development opportunities.

Regarding the statement about feeling proud to work at the Gattareng Village Office, 28.57% of respondents were very proud and 35.71% agreed that they tried to give their best for the organization. This reflects a fairly strong attachment to the organization, which is reflected in the sense of pride in working there. A small portion of 14.29% disagreed and 21.43% were neutral, indicating that not all employees feel proud or enthusiastic about their work at the village office. For ongoing commitment, which is related to the reasons for continuing to work due to rational considerations such as financial security, the data shows that 35.71% of respondents agreed (S) and 14.29% strongly agreed (SS) that they continue to work at the Gattareng Village Office because they feel more financially secure and have difficulty finding other jobs with equivalent income. However, there are also 21.43% who are neutral (N) and 21.43% who disagree (TS), indicating that although the financial security factor is an important reason for some employees, there are also those who do not consider this factor or feel they still have the opportunity to find other jobs.

Regarding the statement about the difficulty of leaving a job because of the investment of time and effort that has been made in the organization, most respondents agreed (42.86%) and strongly agreed (21.43%) that they find it difficult to leave a job because they have invested a lot of time and effort. Only 14.29% were neutral (N) and 7.14% disagreed (TS), indicating that most employees feel a strong rational attachment to their jobs, but there are some who might prefer to leave if there is a better opportunity.

In the aspect of normative commitment, which is related to the moral obligation to continue

working at the Gattareng Village Office, the majority of respondents agreed (S) with this statement, with 35.71% feeling that they have a moral obligation to continue working because they feel indebted to the organization. 28.57% strongly agreed (SS) indicating that many employees feel emotionally attached to the organization because they feel they have received benefits or support from the village office. However, there are also 21.43% who are neutral (N) and 14.29% who disagree (TS), indicating that there are differences in views regarding this moral obligation among employees.

Regarding feelings of guilt if leaving a job, 35.71% of respondents agreed (S) and 21.43% strongly agreed (SS) that they felt guilty if they left their jobs because they had received many benefits from this organization. However, there were also 21.43% who were neutral (N) and 7.14% who disagreed (TS), which shows that although most feel a moral responsibility to continue working, some do not feel that way or do not feel bound by feelings of guilt.

Simple Regression Analysis

Data processing and hypothesis testing in this study used a simple linear regression analysis technique which is an equation model that describes the relationship between several independent variables/predictors (X) with one dependent variable/response (Y), in this study Job satisfaction as the independent variable (X) and Organizational Commitment as the dependent variable (Y), The results of the Simple linear regression analysis using SPSS are as follows:

Table 3. Simple Linear Regression Analysis
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.318	3.411		4.352	.000
Job satisfaction	.438	.134	.162	.523	.039

a. Dependent Variable: Organizational Commitment

Based on Table 3, the results of the simple linear regression analysis, the regression equation can be arranged as follows:

$$Y = 3.318 + 0.438X$$

Based on Table 6 Simple Linear Regression Analysis showing the relationship between Job Satisfaction as an independent variable and Organizational Commitment as a dependent variable, the following is a complete and comprehensive interpretation of the results of the regression analysis. The Constant or intercept value in the regression model is 3.318 with a standard error of 3.411. This shows that if the Job Satisfaction value is equal to zero, then the Organizational Commitment value is estimated to be 3.318. Although theoretically this number can provide information related to the basic value of organizational commitment when job satisfaction is absent, this number is more appropriate for predictive calculations in the regression model.

The B value for Job Satisfaction is 0.438 with a standard error of 0.134. This shows that for every one unit increase in Job Satisfaction, Organizational Commitment is estimated to increase by 0.438 units. This means that the higher the level of employee job satisfaction, the higher their level of commitment to the organization. The Beta value for Job Satisfaction is 0.162, which indicates the strength of the relationship between the independent variable (Job Satisfaction) and the dependent variable (Organizational Commitment). This value indicates that the relationship between Job Satisfaction and Organizational Commitment is moderate, meaning that although the relationship is significant, its influence is not very strong. The t value for Job Satisfaction is

0.523, with a significance value (Sig.) of 0.039. This t value shows how much influence the Job Satisfaction variable has on Organizational Commitment. Because the Sig. value < 0.05 , then Job Satisfaction has a significant effect on Organizational Commitment. This means that there is a fairly strong and significant relationship between employee job satisfaction and their commitment to the organization.

Based on the results of the simple linear regression analysis shown in the table above, it can be concluded that Job Satisfaction has a positive and significant influence on the Organizational Commitment of employees at the Gattareng Village Office, Soppeng Regency. Any increase in the level of job satisfaction will increase employee commitment to the organization, although the effect is not too large. This shows that increasing employee job satisfaction can be an important step to strengthen their commitment to the organization. Based on the results of a simple linear regression analysis showing the effect of Job Satisfaction on Organizational Commitment at the Gattareng Village Office, Soppeng Regency, it can be concluded that there is a significant positive relationship between the two variables. These results provide a deeper understanding of the importance of job satisfaction in forming employee commitment to the organization where they work. This study revealed that employees who are satisfied with their working conditions tend to have a higher commitment to the organization.

Job satisfaction is one of the factors that greatly influences the success of an organization in achieving its goals. At the Gattareng Village Office, many employees feel bound by the goals and values of the organization. This is evidenced by data showing that the majority of employees are satisfied with the physical environment of the workplace and are proud to be able to work at the village office. The sense of pride in working in an organization contributes to the high emotional attachment (affective commitment) of employees to the organization. Job satisfaction obtained by employees is also influenced by the recognition and awards given by the organization. Most employees at the Gattareng Village Office feel that their work results are appreciated and receive appropriate awards. This creates a better relationship between employees and the organization, which in turn affects their increasing organizational commitment. The rewards received by employees increase their sense of being appreciated, which in turn encourages them to work harder and commit to the organization's goals.

In addition, the compensation and benefits provided by the Gattareng Village Office are also factors that influence job satisfaction. Employees who feel that the salary and benefits they receive are commensurate with the work they do tend to feel more satisfied and have a higher commitment to the organization. In this case, the Gattareng Village Office needs to consider the importance of fair and equal compensation for the tasks given to employees so that job satisfaction is maintained. One of the interesting findings in this study is that job satisfaction is directly related to ongoing commitment. Employees who feel financially secure and have difficulty finding other jobs with the same income will tend to stay in the organization. This shows that in addition to emotional factors, there are also rational factors that encourage employees to continue working at the Gattareng Village Office. Financial security is the main reason for some employees to stay, although there are also employees who feel that they have the opportunity to find other jobs

CONCLUSIONS AND SUGGESTION

Conclusion

Based on the results and discussion of the study on the effect of job satisfaction on organizational commitment of employees of the Gattareng Village Office, Soppeng Regency, it can be concluded that job satisfaction has a positive and significant effect

on organizational commitment. The higher the level of employee job satisfaction, especially in terms of working conditions, rewards, compensation, and career development opportunities, the higher their level of commitment to the organization

Suggestions

Based on the results of this study, it is recommended that the Gattareng Village Office continue to improve employee welfare by providing fair compensation, appropriate rewards, and increasing career development opportunities through training and education

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