

## ABSTRACT

Danis Catur Ramadhan. 2014. The Relation between Organization Climate with The Employee Work Satisfaction In Micro Banking Management PT. Bank Panin, Tbk., Surabaya Cendana, Malang Branch.

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In nowadays modern era, working is becoming the main key to increase a betterment of life. To get a better life, we have to work well and comfortably. Comfort and the harmony in the organization will direct to the organization climate. Organization climate is a set of feeling that is connected to working facilities, behavior of the organization members with external party. Organization climate can be observed through combination between value and needs of the top management, certain basic policy, and also implementation and execution of the policies in order to achieve the employee satisfaction to work in the company. Work satisfaction is a common behavior of an individual towards his job.

The objective of the research are 1) To understand the level of the organization climate in Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch. 2) To understand the level of work satisfaction in Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch. 3) To prove the existence of relation between organization climate with the work satisfaction in Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch. The case formulation are 1) How is the level of the organization climate in Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch? 2) How is the level of work satisfaction in Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch? 3) Is there any relation between organization climate with the work satisfaction in Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch?

This research uses quantitative approach to examine the arranged hypothesis and the research population is fifty employees of Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch. Meanwhile, the analysis technique that is used in this research is correlation analysis technique.

The result of the research shows that level of the organization climate in Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch is medium which is 50% based on the statement of the majority of the respondent (25 respondent). Based on the analysis result, the employee has been giving response towards leadership, motivation, communication, interaction, decision making, decision determining, and control to the company can support the employee routine activities. Level of work satisfaction in Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch is high which is 50% based on the statement of the majority of the respondent (25 respondent). Based on the analysis result, to work, employee feels that salary,

working condition, co-worker condition, and match ability between personality and the job has matched with the expectation in working in the company. There is relation between the organization climate with the employee work satisfaction in Micro Banking Management PT. Bank Panin Tbk Surabaya Cendana Malang Branch.