SUMMARY

AMMY NURWATI. The Effect of Job Satisfaction, Commitment and Engagement to Forest Ranger. Thesis supervisor: UJANG SUMARWAN and M JOKO AFFANDI

The condition of Indonesia’s tropical forests are known to have very high biodiversity, but they continue to be degraded from year to year. The decrease in tropical forests may pose a threat to the extinction of some species due to loss of habitat. Some of the causes that lead to the degradation of our forests, such as illegal logging, looting and encroachment of forest areas, the circulation of wild plants and animals is illegal, unauthorized mining (mining gold, lead, coal, etc.), forest fires, destruction of coral reefs and other forest disturbances. This problem needs to be addressed seriously and continuously, so that the preservation of forests and ecosystem well maintained spearheads the security and protection of forests, Polhut required to always Samapta with prime condition to face and solve problems in the field. Conditions Polhut today most are able to do their job well, but others do not show optimal performance. This is not solely due to individual factors Polhut, but can also be caused by external factors Polhut. The above problems associated between job satisfaction, commitment and attachment that is owned by the Forestry Police who worked at the Directorate General Of Forest Protection And Natural Conservation in The Ministry of Forestry and the expected performance for the sake of achieving the task of safeguarding and protection in conservation areas.

From the explanation above, the objectives of this study were: (1) analyze the effect of job satisfaction as a functional official Forest Ranger officers in the Directorate General of Civil Protection and Nature Conservation of the Ministry of Forests to the task. (2) analyze the influence of which is owned by the Forest Ranger commitment in performing his duties as the spearhead of the security and protection of forests in the konservasi to the task. (3) To analyze the influence of attachment as a functional official Forest Police officers in the Directorate General Of Forest Protection And Natural Conservation in The Ministry of Forestry to the task. (4) Analyze the most dominant factor of job satisfaction, commitment and attachment that affect the performance of the Forest Ranger.

To analyze the effect of job satisfaction, commitment and attachment to the performance analysis tool Forest Ranger used Structural Equation Model (SEM). The test results of significance (t test) at the level of 10 percent indicates that the coefficient of cross-γ (gamma), which describes the relationship between the latent variable entanglement (value greater than 1.65 is equal to 1.87 It illustrates that the entanglement between the latent variables have a real connection to the task of the Forestry Police. 2) has a t-count is less than 1.65 is equal to 0.65. While the commitment of latent variables (This suggests that the latent variable has no apparent connection commitment Forest Ranger’s task Similarly, 1) has a t-count is smaller the latent variable of job satisfaction (than 1.65 is equal to 0.28 which implies having no real relationship to the performance of the Forest Ranger, even with a negative direction.

Based on the results of this study can be formulated several managerial implications do the indicators on an attachment factor variable. This is due to the attachment factors significantly affect to the Forest Ranger’s task.

Kata Kunci: commitment, engagement, job satisfaction, human resource, SEM, task