

## Hubungan Kepribadian *Big Five* dengan Komitmen Afektif Pada Guru

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### ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kepribadian *big five* dengan komitmen afektif pada guru. Hipotesis dalam penelitian ini adalah terdapat hubungan yang positif antara kepribadian *big five* dimensi *openness to experience*, *conscientiousness*, *extraversion* dengan komitmen afektif guru, serta terdapat hubungan yang negatif antara kepribadian *big five* dimensi *neuroticism* dengan komitmen afektif guru. Sampel dalam penelitian ini adalah 118 guru Swasta di Purwokerto. Data diperoleh dengan menggunakan skala komponen komitmen afektif di dalam skala *Three component model* (TCM) yang diciptakan dan diadaptasi dari Allen dan Meyer (1990) dan skala *Big Five Inventory* (BFI) yang dikembangkan oleh Pervin dan John (1991) dan diadaptasi oleh Ramadhani (2012) dengan penskalaan likert. Reliabilitas skala komponen komitmen afektif adalah sebesar 0,779 dan reliabilitas skala *Big Five Inventory* (BFI) dimensi *openness to experience* adalah sebesar 0,802, *conscientiousness* adalah sebesar 0,804, dimensi *extraversion* adalah sebesar 0,779, dimensi *agreeableness* adalah sebesar 0,732, serta dimensi *neuroticism* adalah sebesar 0,810. Analisis data dalam penelitian ini menggunakan metode korelasi *spearman rho*. Hasil penelitian ini menunjukkan terdapat hubungan yang positif antara kepribadian *big five* dimensi *openness to experience* (*Spearman Rho* = 0,332,  $p = 0,000$ ), *conscientiousness* (*Spearman Rho* = 0,331,  $p = 0,000$ ), *extraversion* (*Spearman Rho* = 0,323,  $p = 0,000$ ), *agreeableness* (*Spearman Rho* = 0,316,  $p = 0,000$ ), serta tidak terdapat hubungan (*Spearman Rho* = -0,144,  $p = 0,060$ ) antara kepribadian *big five* dimensi *neuroticism* dengan komitmen afektif guru.

Kata Kunci: Komitmen Afektif, *Openness to experience*, *Conscientiousness*, *Extraversion*, *Agreeableness*, dan *Neuroticism*

***The Effect of Big Five Personality with  
Affective Commitment on Teacher***

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**ABSTRACT**

*The current research was aimed to investigate the relationship between dimensions of big five personality factors and affective commitment on teacher. The hypothesis proposed was there is a positive relationship between the big five personality dimensions of openness to experience, conscientiousness, extraversion with the affective commitment of teachers and there is a negative relation between the big five personality dimensions of neuroticism and the affective commitment on teachers. The subjects in this research were 118 teachers. Data were obtained using the scale of the affective commitment component in the three component model (TCM) scale that was created and adapted from Allen and Meyer (1990) and the Big Five Inventory (BFI) scale developed by Pervin and John (1991) and adapted by Ramadhani (2012) with Likert Scaling. The reliability of the affective commitment component scale was 0.779 and the reliability of the Big Five Inventory (BFI) scale, the dimensions of openness to experience dimensions was 0,804, conscientiousness were 0.804. The extraversion dimension was 0.779. The agreeableness dimension was 0.732, and the neuroticism dimension was 0.810. Data analysis in this research used the Spearman rho correlation method. The results of this research indicated that there was a positive relation between the big five personality dimensions of openness to experience (Spearman Rho = 0,332, p = 0,000), conscientiousness (Spearman Rho = 0,331, p = 0,000), extraversion (Spearman Rho = 0,323, p = 0,000), agreeableness (Spearman Rho = 0,316, p = 0,000), and there was no relation (Spearman Rho = -0,144, p = 0,060) between the big five personality dimensions of neuroticism and the affective commitment on teachers.*

*Keyword: Affective Commitment, Openness to experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism*