

HUBUNGAN ANTARA KEPUASAN KERJA DAN KOMITMEN ORGANISASI PADA GURU YANG MENGAJAR DI YAYASAN SALIB SUCI

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara variabel kepuasan kerja dan variabel komitmen organisasi pada guru yang mengajar di Yayasan Salib Suci. Hipotesis yang diajukan dalam penelitian ini yaitu terdapat hubungan yang positif dan signifikan antara kepuasan kerja dan komitmen organisasi pada guru yang mengajar di Yayasan Salib Suci. Penelitian ini melibatkan 84 guru yang mengajar di Yayasan Salib Suci. Pada proses pengambilan data, alat yang digunakan untuk pengambilan data yaitu skala kepuasan kerja dan komitmen organisasi. Kedua skala disusun sendiri oleh peneliti. Skala kepuasan kerja memiliki 27 item dengan nilai koefisien reliabilitas 0,886 dan skala komitmen organisasi memiliki 18 item dengan nilai koefisien reliabilitas 0,920. Teknik analisis yang digunakan dalam penelitian ini adalah uji korelasi *Spearman's Rho* dikarenakan sebaran data pada variabel kepuasan kerja, *affective commitment*, dan *normative commitment* bersifat tidak normal. Penelitian ini menghasilkan nilai koefisien korelasi antara kepuasan kerja dan komponen *affective commitment*, menunjukkan hubungan yang negative dan signifikan dimana memiliki nilai korelasi yaitu sebesar $r = -0,295$ dan $p = 0,003 < 0,05$. Sedangkan antara kepuasan kerja dan *continuance commitment* ($\text{sig} = 0,353$) dan *normative commitment* ($\text{sig} = 0,052$), tidak terbangun hubungan yang linear. Hal tersebut oleh diakibatkan oleh subjek yang memberikan respon secara acak sehingga menyebabkan korelasi data menjadi negatif dan signifikan.

Kata kunci: *kepuasan kerja, komitmen organisasi, affective commitment, continuance commitment, normative commitment.*

THE CORRELATION BETWEEN JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT AMONG TEACHERS WHO WORK AT YAYASAN SALIB SUCI

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ABSTRACT

This research was intended to find out the correlation between job satisfaction and organizational commitment among teachers who work at Yayasan Salib Suci. Hypothesis in this research was that there a positive and significant correlation between job satisfaction and organizational commitment on teachers who work at Yayasan Salib Suci. Subject in this research were 84 teachers who work at Yayasan Salib Suci. There were two instrument in this research namely job satisfaction scale and organizational commitment scale. Both of instrument were designed by researchers. Job satisfaction scale had 27 items with 0,886 reliability coefficient and organizational commitment had 18 item with 0,920 of reliability coefficient. Data analysis technique in this research used Spearman's Rho. Researcher used Spearman's Rho to analysis research data because the distribution of job satisfaction scale data was not normal. This research produced correlation between job satisfaction and affective commitment at $r = -0,295$ and significance value at $p = 0,003 < 0,05$. That's mean between job satisfaction and affective commitment have a negative and significant correlation with correlation coefficient There's no correlation between job satisfaction with continuance commitment ($sig = 0,353$) and normative commitment ($sig = 0,052$). Negative and significant correlation between job satisfaction and affective commitment caused by subject who gave a random responses on the scale that make data in this research have a negative and significant correlation.

Keyword: *job satisfaction, organizational commitment, affective commitment, continuance commitment, normative commitment.*