

Pengaruh perceived organizational support terhadap komitmen keorganisasian pada karyawan tetap non-manajerial di kantor pusat PT. Wika Realty = The effect of perceived organizational support on organizational commitment among permanent non managerial employees in head office PT. Wika Realty

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Abstrak

Tingkat komitmen keorganisasian yang dimiliki karyawan sangatlah penting karena menjadi hal yang menentukan apakah seorang karyawan ingin tetap bertahan dalam organisasi atau tidak. Penelitian ini bertujuan untuk menganalisis pengaruh persepsi dukungan organisasi terhadap komitmen keorganisasian dan pengaruh persepsi dukungan organisasi terhadap masing-masing dimensi komitmen keorganisasian (komitmen afektif, kontinu, dan normatif). Variabel persepsi dukungan organisasi diukur menggunakan kuesioner baku Survey of Perceived Organizational Support, sedangkan variabel komitmen keorganisasian diukur menggunakan kuesioner baku Affective Commitment Scale, Continuance Commitment Scale, dan Normative Commitment Scale yang merepresentasikan masing-masing dimensi. Responden penelitian ini adalah 54 orang karyawan tetap non-manajerial di kantor pusat PT Wika Realty yang telah bekerja lebih dari satu tahun. Hasil penelitian menunjukkan bahwa persepsi dukungan organisasi berpengaruh secara signifikan terhadap komitmen keorganisasian secara keseluruhan. Selain itu, persepsi dukungan organisasi berpengaruh secara signifikan terhadap komitmen afektif dan komitmen normatif, namun tidak berpengaruh secara signifikan terhadap komitmen kontinu.

.....The level of organizational commitment become very important, because it determines whether the employees want to continue their employment or not. The purpose of this research is to analyze the influence of perceived organizational support on organizational commitment and the influence of perceived organizational support on each dimensions of organizational commitment (affective, continuance, and normative commitment). Perceived organizational support was measured by standard questionnaire Survey of Perceived Organizational Support, while Organizational Commitment was measured by standard questionnaires Affective Commitment Scale, Continuance Commitment Scale, and Normative Commitment Scale that represents each dimension. Respondent includes 54 permanent and non-managerial employees in PT Wika Realty who has worked for more than one year. The result showed that perceived organizational support is significantly influence overall organizational commitment. In addition, perceived organizational support significantly influences affective and normative commitment, but not significantly influences continuance commitment.