

Komitmen organisasi dan hubungannya dengan motivasi dan kepuasan kerja pegawai Pusat Pendidikan dan Pelatihan Tenaga Kesehatan Badan PPSDM Kesehatan tahun 2013 = Organizational commitment and its relationship with job satisfaction and motivation among employee of Center of Education and Training of Health Manpower Board of Development and Empowerment of Health Human Resources in 2013

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Abstrak

Penelitian ini bertujuan untuk mengetahui komitmen organisasi dan hubungannya dengan kepuasan kerja dan motivasi. Penelitian ini dilakukan di Pusat Pendidikan dan Pelatihan Tenaga Kesehatan Badan PPSDM Kesehatan, Kementerian Kesehatan RI, pada bulan Maret sampai dengan Juni 2013. Metode yang dipakai dalam penelitian ini adalah kuantitatif dengan desain cross sectional, melibatkan 80 responden. Kuesioner yang dipakai dalam penelitian ini adalah kuesioner tertutup dan telah diuji validitas dan reliabilitasnya dengan teknik analisa faktor dan teknik cronbach alpha. Pengujian hipotesis dilakukan dengan analisa faktor dan uji korelasi Pearson, serta analisis regresi linier berganda melalui teknik komputasi. Hasil penelitian menunjukkan bahwa komitmen organisasi cukup tinggi pada pegawai Pusat Pendidikan dan Pelatihan Badan PPSDM Kesehatan. Hasil uji statistik menunjukkan adanya hubungan antara Kepuasan kerja dengan komitmen organisasi, tidak ada hubungan antara motivasi dengan komitmen organisasi. Berdasarkan hasil penelitian, peneliti menyarankan agar instansi meningkatkan komitmen organisasi pegawai melalui faktor-faktor pembangun kepuasan kerja.

.....The objective of this study was to investigate organizational commitment and its relationship with job satisfaction and motivation. The study conducted in Center of Education and Training of Health Manpower, Board of Development and Empowerment of Health Human Resources in 2013, on March until June 2013. The research used quantitative method with cross-sectional design, involved 80 respondent. The data was collected through a closed questionnaires. The reliability and validity instrument had been tested using factor analysis and cronbach alpha technic. Factor analysis, Pearsons Correlation and Multiple linear regression analysis used to tested the hypotheses through computation technic. The results showed that employees organizational commitment high enough. Statistical test results showed an association between job satisfaction with organizational commitment but there is no relationship between motivation and organizational commitment. Based on the research results, the researchers suggested that the Center of Education and Training of Health Manpower, Board of Development and Empowerment of Health Human Resources improve employees organizational commitment by factors of job satisfaction.