

# Analisis hubungan budaya organisasi dengan komitmen keorganisasian karyawan divisi akuntansi dan operasional Bank Syariah Mandiri Kantor Pusat = The analysis of the relationship between organizational culture and organizational commitment of the employees on accounting and operational division at the Central Office Bank Syariah Mandiri

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## Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara budaya organisasi dengan komitmen keorganisasian karyawan divisi akuntansi dan operasional Bank Syariah Mandiri kantor pusat. Variabel independen akan diukur menggunakan kuesioner dengan indikator pernyataan yang dibuat berdasarkan PIES CAT (Physical Intellectual Emotional Spiritual Culture Analysis Tools) yang dirumuskan oleh Judith A. M. Smith, sedangkan variabel dependen akan diukur menggunakan Organizational Commitment Questionnaire dari Mowday, Porter, dan Steers. Sampel dari penelitian adalah karyawan tetap non manajerial divisi akuntansi dan operasional Bank Syariah Mandiri kantor pusat.

Penelitian ini menggunakan metode penelitian kuantitatif dengan menggunakan korelasi Rank Spearman untuk mengukur hubungan antar dua variabel penelitian. Data hasil penelitian dianalisa menggunakan analisa frekuensi kemudian dilakukan uji-z dalam pengujian hipotesis penelitian.

Hasil dari penelitian ini menunjukkan adanya hubungan yang sedang antara budaya organisasi dengan komitmen keorganisasian karyawan divisi akuntansi dan operasional kantor pusat Bank Syariah Mandiri.

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This research aimed to recognize the relationship between organizational culture and organizational commitment of the employees on the accounting and operational division at the Central Office Bank Syariah Mandiri. The independent variable would be examined by using the indicators in the questionnaire that were made based on PIES CAT, developed by Judith A. M Smith. And the dependent variable measured by the Organizational Commitment Questionnaire from Porter, Mowday, & Steers. Sample of this research is the non-managerial permanent employees on the accounting and operational division at the central office Bank Syariah Mandiri.

This research is a quantitative research, which was using Rank Spearman correlation to examine the correlation between the two variables. Data gathered from the research will be analyzed based on the frequency of the questionnaire result, and then the hypothesis been tested using z-test.

The finding of the research revealed that there is middle correlation between organizational culture and organizational commitment of the non-managerial employees on accounting and operational division at the central office Bank Syariah Mandiri.