

Hubungan antara followership dan komitmen organisasi pada karyawan = The relationship between followership and organizational commitment among employees

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Abstrak

Penelitian ini dilakukan untuk melihat hubungan antara followership dan komitmen organisasi pada karyawan. Pengukuran followership menggunakan followership questionnaire (Kelley, 1992) dan pengukuran komitmen organisasi menggunakan Commitment scale items (Allen dan Meyer, 1990). Partisipan 75 orang karyawan diperoleh dengan teknik pengambilan sampel accidental sampling. Hasil penelitian ini menunjukkan terdapat hubungan positif yang signifikan antara followership dengan komitmen organisasi pada karyawan ($r = 0.413$; $p = 0.000$, signifikan pada L.o.S 0.05). Artinya, semakin tinggi followership yang dimiliki oleh seorang karyawan, maka semakin tinggi pula komitmen organisasinya. Selain itu, dimensi followership yang memiliki sumbangan paling besar, yaitu active engagement. Berdasarkan hal tersebut, maka seorang karyawan perlu ditingkatkan followership-nya terutama komponen active engagement sehingga komitmen organisasinya dapat meningkat.

This research was conducted to find the correlation between followership and organizational commitment among employees. Followership was measured using an instrument named followership questionnaire (Kelley, 1992) and organizational commitment was measured using an instrument named commitment scale items (Allen and Meyer, 1990). The participants of this research are 75 employees. The main results of this research show that followership correlated with organizational commitment ($r = 0.413$; $p = 0.000$, significant at L.o.S 0.05). which means, the higher followership someone's own, showing the higher organizational commitment. Furthermore, the biggest contribution component of followership toward organizational commitment was active engagement. Based on these result employees need to improve the followership especially active engagement, as one of factor that increasing organizational commitment.