

Pengaruh quality of work life terhadap komitmen keorganisasian pegawai tetap kantor pusat PT. Garuda Indonesia Persero Tbk = The influence of quality of work life on permanent employee organizational commitment at PT. Garuda Indonesia Persero Tbk

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh quality of work life terhadap komitmen keorganisasian pegawai tetap PT Garuda Indonesia (Persero) Tbk. Hipotesis yang diajukan adalah terdapat pengaruh positif antara quality of work life terhadap komitmen keorganisasian. Semakin tinggi quality of work life maka semakin tinggi pula komitmen keorganisasian pegawai. Subjek penelitian ini adalah pegawai tetap PT Garuda Indonesia (Persero) Tbk yang telah bekerja minimal 3 tahun dengan responden berjumlah 204 pegawai.

Penelitian ini menggunakan metode kuantitatif dengan kuesioner sebagai instrumen penelitian. Skala pengukuran yang digunakan untuk quality of work life terdiri dari 24 item pernyataan berdasarkan pada teori Walton. Sedangkan komitmen keorganisasian menggunakan skala pengukuran berdasarkan pada teori Mowday, Steers, Porter dengan 15 item pernyataan. Analisis data dilakukan dengan menggunakan aplikasi Statistical Product and Service Solution (SPSS) 20.0. Hasil analisis menunjukkan bahwa terdapat pengaruh signifikan positif antara variabel quality of work life terhadap komitmen keorganisasian.

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The purpose of this research is to analyze the influence between quality of work life on fixed employee organization commitment in PT Garuda Indonesia (Persero) Tbk. Hypothesis proposed there is a positive impact between quality of work life on employee organizational commitment. If quality of work life is increase then organizational commitment will be increase. Respondents in this study were fixed employee of PT Garuda Indonesia (Persero) Tbk who already work minimum 3 years. Total respondents in this research are 204 respondents.

This research uses quantitative methods with questionnaire as an research instrument. The scale of quality of work life is measured by using 24 statement based on theory from Walton and the scale of organizational commitment is measured by using 15 statement based on aspects stated by Mowday, Steers, and Porter. The statistical technique is using Statistical Product and Service Solution (SPSS) 20.0. The results of this study shows that quality of work life has an significant positive impact on fixed employee organizational commitment in PT Garuda Indonesia (Persero) Tbk.