

Persepsi karyawan mengenai pelatihan terhadap komitmen organisasi pada karyawan IT (informasi dan teknologi) = The impacts of employee`s perception of training toward information and technology employees organization commitment

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh persepsi karyawan mengenai pelatihan terhadap komitmen organisasi pada karyawan teknologi dan informasi. Terdapat lima sub-variabel yang digunakan untuk menjelaskan variabel persepsi pelatihan yaitu availability of training, social support of training, motivation to learn, training environment, dan benefits of training. Hipotesis diuji menggunakan metode penelitian general linear model (GLM) dengan jumlah data sebanyak 102 responden yang merupakan karyawan di bidang IT atau informasi dan teknologi di wilayah Jabodetabek melalui survei online. Hasil yang didapat melalui menunjukkan bahwa availability of training memiliki pengaruh terhadap komitmen keberlanjutan dan social support of training memiliki pengaruh terhadap komitmen afektif.

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This study aims to determine the impact of employee?s perception of training Toward Organizational Commitment at Information and Technology?s Employees. There are five sub variable of employee?s perception of training which being used that is availability of training, social support of training, motivation to learn, training environment, and benefits of training. Hypothesis tested using general linear model (GLM) method for data of 102 respondents of information and technology employees in Jabodetabek area through an online survey. Results obtained using multiple regressi was found that availability of training positively impact toward continuance commitment and social support of training positively impact toward affective commitment.