

Analisis hubungan antara kepuasan kerja dan komitmen organisasi pegawai perjanjian kerja waktu tertentu (PKWT) tenaga lependidikan di Lingkungan Universitas Indonesia = Analysis of the relationship between job satisfaction and organizational commitment on work agreement for a specific time (PKWT) employee especially educational employee in environment University of Indonesia

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara kepuasan kerja dan komitmen organisasi. Penelitian ini menggunakan pendekatan kuantitatif yang bersifat eksplanatif. Sampel dalam penelitian ini yaitu 84 pegawai PKWT tenaga kependidikan di lingkungan Universitas Indonesia yang telah bekerja lebih dari satu tahun. Kepuasan kerja diukur menggunakan Job Satisfaction Survey (JSS) yang terdiri dari delapan dimensi (Spector, 1997), sedangkan komitmen organisasi diukur menggunakan Organizational Commitment Scale yang terdiri dari tiga dimensi (Meyer dan Allen, 1991). Penelitian ini menggunakan analisis korelasi Spearman yang didukung dengan pengujian hipotesis korelasi Spearman menggunakan uji-Z. Hasil dari penelitian ini menunjukkan bahwa terdapat hubungan yang lemah dan positif antara kepuasan kerja dan komitmen pegawai PKWT di lingkungan Universitas Indonesia.

.....This research aims to examine the relationship between job satisfaction and organizational commitment. This research use quantitative approach explanatif. The sample of this research is 84 employees PKWT especially employee educational in environment University of Indonesia who had been worked for more than a year. Job satisfaction were used to measure the Job Satisfaction Survey (JSS) that consist of eight dimensions (Spector, 1997), while organizational commitment were used to measure Organizational Commitment Scale that consist of three dimensional (Meyer and Allen, 1991). This research use Spearman correlation analysis were supported by the Spearman correlation hypothesis tested using Z-test. The results of this research show that there is a weak and a positive relationship between job satisfaction and organizational commitment on employee PKWT at the University of Indonesia