

## Peran *Perceived Organizational Support* terhadap Komitmen Organisasi pada Perawat

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**Abstract.** This study aimed to examine the role of perceived organizational support on organizational commitment among nurses. Two measuring instruments used in this study were the adaptation of Organizational Commitment Questionnaire (Mowday, Steers, & Porter, 1979) with improvement by Angle & Perry (1981) by Satria (2015) to measure organizational commitment and Survey of Perceived Organizational Support (Eisenberger et al., 1986) which has been adapted by Satria (2015) to measure perceived organizational support. The subject in this study (n = 91) are nurses who actively working in a private hospital in Yogyakarta. The result of data analysis showed that the correlation coefficient between perceived organizational support and organizational commitment is  $r = 0.458$   $p < 0.05$  with 21% effective contribution of perceived organizational support towards organizational commitment ( $R^2 = 0.210$ ).

**Keywords :** *perceived organizational support, organizational commitment, nurse*

**Abstrak.** Penelitian ini bertujuan untuk menguji peran *perceived organizational support* terhadap komitmen organisasi pada perawat. Dua alat ukur yang digunakan dalam penelitian ini adalah adaptasi *Organizational Commitment Questionnaire* (Mowday, Steers, & Porter, 1979) dengan pengembangan oleh Angle & Perry (1981) oleh Satria (2015) untuk mengukur komitmen organisasi dan *Survey of Perceived Organizational Support* (Eisenberger dkk., 1986) yang diadaptasi Satria (2015) untuk mengukur *perceived organizational support*. Subjek penelitian ini (n = 91) adalah perawat yang aktif bekerja di sebuah rumah sakit swasta di Yogyakarta. Hasil analisis data menunjukkan bahwa koefisien korelasi antara *perceived organizational support* dan komitmen organisasi adalah  $r = 0.458$   $p < 0.05$  dengan 21% sumbangan efektif *perceived organizational support* terhadap komitmen organisasi ( $R^2 = 0.210$ ).

**Kata kunci :** *perceived organizational support, komitmen organisasi, perawat*