

ABSTRACT

The purpose of this study is to measure the difference of organizational commitment and adversity between permanent employee and outsourcing employee at PT Bank Rakyat Indonesia, Tbk. Independent variable of this research is adversity, meanwhile the dependent variable is organizational commitment. The hypotheses of this research are: (1) there are difference of organizational commitment and adversity between permanent employee and outsourcing employee, (2) there is relationships between adversity and permanent employee's organizational commitment, (3) there is relationships between adversity and outsourcing employee's organizational commitment.

This research surveyed 101 permanent and outsourcing employee at operational division PT Bank Rakyat Indonesia, Tbk. Each variable was measured by different instrument. Organizational commitment was measured by Allen and Meyer organizational commitment scale (1990), and adversity scale was measure by Stoltz adversity response profile (1997).

Analysis of variance was used to analyze the difference of organizational commitment and adversity between permanent employee and outsourcing employee, and to analyze the relationships between adversity and organizational commitment permanent employee and outsourcing employee using multiple regression analysis. The result showed that (1) there is significant difference organizational commitment and adversity between permanent employee and outsourcing employee, outsourcing employee have less organizational commitment and adversity than permanent employee, (2) there is relationships between adversity and permanent employee's affective and normative commitment, but no relationships between adversity and permanent employee's continuance commitment, (3) there is no relationships between adversity and outsourcing employee's organizational commitment.

Key Words: organizational commitment, adversity, permanent employee, outsourcing employee.