



PERAN ALOSENTRISM DAN PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP KOMITMEN ORGANISASI

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *alosenentrism* dan *perceived organizational support* terhadap organisasi. Metode penelitian yang digunakan adalah metode kuantitatif dengan cara menyebarkan skala yang diberikan kepada subjek yang memenuhi kriteria yaitu karyawan tetap Rumah Sakit Happy Land yang berjumlah 160 subjek. Data penelitian dikumpulkan dengan menggunakan alat ukur skala, yaitu skala *alosenentrism*, skala *perceived organizational support* dan skala *organizational commitment questionnaire*. Analisis data dilakukan dengan menggunakan analisis regresi berganda. Hasil penelitian membuktikan hipotesis bahwa tidak ada korelasi antara *alosenentrism* terhadap komitmen organisasi. Selain itu variabel POS memiliki korelasi yang positif terhadap komitmen organisasi. Namun variabel *alosenentrism* tidak memiliki peran terhadap komitmen organisasi karena tidak terbukti memberikan pengaruh. Meski demikian POS memiliki peran terhadap komitmen organisasi sebesar 20.3 %. Hal ini berarti komitmen organisasi karyawan tidak dipengaruhi oleh *alosenentrism* namun sebanyak 20.4% komitmen organisasi dipengaruhi oleh POS.

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

THE ROLE OF ALOSENTRISM AND PERCEIVED ORGANIZATIONAL SUPPORT BETWEEN ORGANIZATIONAL COMMITMENT

Abstract

This study aims to investigate the function of perceived organizational support & alocentrism on commitment organization. The method used is quantitative method by distributing scale given to subjects who meet the criteria are permanent employees of the Happy Land Hospital totaling 160 subjects. Data were collected by using a scale measuring devices, namely alosentrism scale, the scale of perceived organizational support and organizational commitment scale questionnaire. Data analysis was performed using multiple regression analysis. The research proves the hypothesis that there is no correlation between alosentrism and organizational commitment. In addition, POS variable has a positive correlation to organizational commitment. However alosentrism variable does not have a role to organizational commitment because no proven effect. However POS has a role to organizational commitment of 20.3%. This means employees' organizational commitment is not affected by as much as 20.4% alosentrism but organizational commitment is influenced by the POS.

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