

## HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN KOMITMEN ORGANISASI KARYAWAN RS PKU MUHAMMADIYAH YOGYAKARTA UNIT 2

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### INTISARI

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan komitmen organisasi, dengan komitmen organisasi sebagai variabel dependen dan *perceived organizational support* sebagai variabel independen. Hipotesis penelitian ini adalah terdapat hubungan positif antara *perceived organizational support* dengan komitmen organisasi.

Subjek penelitian ini adalah 111 karyawan RS PKU Muhammadiyah Yogyakarta Unit 2 yang telah bekerja selama minimal satu tahun. Alat ukur yang digunakan adalah *Organizational Commitment Questionnaire* (Porter et al, 1974) dan *Survey of Perceived Organizational Support* (Eisenberger et al, 1986). Analisis data dilakukan dengan menggunakan teknik korelasi tata-jenjang dari Spearman.

Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived organizational support* dengan komitmen organisasi ( $r_s = 0,266$ ;  $p = 0,005$ ). Hasil tersebut menunjukkan bahwa hipotesis dalam penelitian ini diterima. Dalam penelitian ini, *perceived organizational support* memberikan sumbangan efektif terhadap komitmen organisasi sebesar 7,1% ( $R^2 = 0,071$ ).

Kata kunci: *perceived organizational support*, POS, komitmen organisasi.



**RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND  
ORGANIZATIONAL COMMITMENT OF THE EMPLOYEES OF RS PKU  
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**ABSTRACT**

The aim of this study is to find out the relationship between perceived organizational support and organizational commitment, with organizational commitment as dependant variable and perceived organizational support as independent variable. The hypothesis of this study states that there is a positive relationship between perceived organizational support and organizational commitment.

Participants of this study were 111 employees of RS PKU Muhammadiyah Yogyakarta Unit 2 who had been working there for a year, at the least. This study used Organizational Commitment Quistionnaire (Porter et al, 1974) and Survey of Perceived Organizational Support (Eisenberger et al, 1986) as the instruments to measure organizational commitment and perceived organizational support. Rank-order correlation by Spearman was used to analyzed participants' data.

The result of the study showed that there is a significantly positive relationship between perceived organizational support and organizational commitment ( $r_s = 0,266$ ;  $p = 0,005$ ). Hence, the hypothesis of this study is accepted. The effective contribution of perceived organizational support towards organizational commitment in this study is 7,1% ( $R^2 = 0,071$ ).

Keywords: organizational commitment, POS, perceived organizational support.