

**KOMITMEN ORGANISASI PNS BPN**

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**INTISARI**

Komitmen organisasi adalah hal yang penting. Individu yang berkomitmen akan menunjukkan sikap bekerja lebih keras untuk tujuan organisasi serta memiliki kinerja yang lebih baik. Kinerja pegawai sendiri dipengaruhi oleh dukungan, apresiasi dan kepedulian tentang kesejahteraan pegawai dari organisasi, dimana pegawai nantinya bisa menaruh kepercayaan mereka kepada organisasi (Eisenberger dkk., 1986). Subjek dalam penelitian ini yaitu 100 karyawan dari Badan Pertanahan Nasional (BPN) Bantul dan Kota Yogyakarta. Dua skala yang digunakan adalah Kuesioner Komitmen Organisasi oleh Porter dkk. (1974) (13 item;  $\alpha = 0,82$ ) dan SPOS dari Eisenberger dkk. (1986) (22 item;  $\alpha = 0,92$ ). *Pearson product moment* merupakan metode korelasi dari SPSS 16 yang digunakan untuk analisis data. Topik ini menarik untuk ditelaah mengingat kinerja PNS sedang ramai diperbincangkan. Oleh karena itu, penelitian mengenai korelasi antara *Perceived Organizational Support* dan komitmen organisasi pada PNS BPN dilakukan. Hasil menunjukkan kedua variabel secara signifikan berkorelasi di  $r = 0,585$ ;  $p = 0,00$ .

**Kata kunci:** *Perceived Organizational Support*, komitmen organisasi, PNS

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### ABSTRACT

*Organizational commitment is important because working attitude of individuals who committed to work harder for the goals of the organization indicate a better performance when they work. Good employee performance is often influenced by the support, appreciation and concern about employees welfare from organization, which is employee could put their trust to the organization (Eisenberger dkk.,1986). Subjects in this study were 100 employees from Badan Pertanahan Nasional (BPN) Bantul and Kota Yogyakarta. Two scale were found to be highly reliable with Organizational Commitment Questionnaire by Porter et al (1974) (13 items; $\alpha=.82$ ) and SPOS from Eisenberger et al (1986)(22 items; $\alpha=.92$ ). Pearson product moment correlation method from SPSS 16 was used to analyze the data. This topic is very interesting considering the performance of the government employees in Indonesia are now busy discussed, not even a little dubious performance of civil servants. That's why this study examined the correlation between Perceived Organizational Support and organizational commitment among BPN employee. For the result, both variables were significantly correlated in  $r=.585$ ;  $p=.00$ .*

**Keywords:** *Perceived Organizational Support, organizational commitment, civil servant*