



## **HUBUNGAN ANTARA KEPUASAN KERJA DENGAN KOMITMEN ORGANISASI**

### **Intisari**

Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara kepuasan kerja dengan komitmen organisasi. Variabel kriteria dari penelitian ini adalah komitmen organisasi yang diukur dengan Skala Komitmen Organisasi dari Allen dan Meyer (1990) yang merupakan adaptasi dari Rasuna (2010). Variabel prediktor dalam penelitian ini adalah kepuasan komunikasi yang diukur dengan *Job Satisfaction Survey* dari Spector (2005). Hipotesis dalam penelitian ini adalah:

1. “Terdapat hubungan positif antara kepuasan kerja dengan komitmen afektif. Semakin tinggi tingkat kepuasan kerja, maka akan semakin tinggi komitmen afektif pegawai, atau sebaliknya”.
2. “Terdapat hubungan positif antara kepuasan kerja dengan komitmen berkelanjutan. Semakin tinggi tingkat kepuasan kerja, maka akan semakin tinggi komitmen berkelanjutan pegawai, atau sebaliknya”.
3. “Terdapat hubungan positif antara kepuasan kerja dengan komitmen normative. Semakin tinggi tingkat kepuasan kerja, maka akan semakin tinggi komitmen normative pegawai atau sebaliknya”.

Subjek dalam penelitian ini adalah pegawai RSUP Dr. Soeradji Tirtonegoro Klaten yang berstatus BLU (Badan Layanan Umum) sebanyak 61 orang. Data dianalisis menggunakan metode korelasi non-parametrik *Kendall's Tau*. Hasil penelitian menunjukkan bahwa tidak terdapat hubungan signifikan antara kepuasan kerja dengan ketiga komponen dalam komitmen organisasi (afektif, berkelanjutan, dan normative) karena taraf signifikansi ( $p$ ) pada hubungan antara kepuasan kerja dengan komitmen afektif adalah 0,355 ( $p > 0,05$ ), kepuasan kerja dengan komitmen berkelanjutan adalah 0,207 ( $p > 0,05$ ), dan kepuasan kerja dengan komitmen normative sebesar 0,437 ( $p > 0,05$ ). Hubungan antara kepuasan kerja dengan komitmen afektif, komitmen berkelanjutan, dan komitmen normative dianalisis dengan menggunakan uji hipotesis satu ekor,

**Kata kunci:** kepuasan kerja, komitmen organisasi., komitmen afektif, komitmen berkelanjutan, komitmen normative



## **THE RELATIONSHIP BETWEEN JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT**

### **ABSTRACT**

*The purpose of this research was to explore the relationship between job satisfaction and organizational commitment. The criterion variable of this research was organizational commitment (affective, continuance, and normative), which was measured with Organizational Commitment Scale by Allen Meyer (1990) adapted from Rasuna (2010). The predictor variable was Job Satisfaction, which was measured with Job Satisfaction Survey (JSS) by Spector (2005). This research hypothesizes were:*

- 1. "There is a positive relationship between job satisfaction and affective commitment. "The higher the job satisfaction the affective commitment will be higher, and vice versa"*
- 2. "There is a positive relationship between job satisfaction and continuance commitment. The higher the job satisfaction, the continuance commitment will be higher, and vice versa"*
- 3. "There is a positive relationship between job satisfaction and normative commitment. "The higher the job satisfaction, the normative commitment will be higher, and vice versa"*

*The subjects of this research were permanent employees of Soeradji Tirtonegoro Hospital in Klaten whose status is not a civil-servant yet. The number of employees who joined as participants in this research were 61 people. The data were analyzed with Kendall Tau as a form of non-parametric relationship. The results of the three hypothesizes indicate non-significant relationships between job satisfaction with affective, continuance, and normative commitment which means that there were no relationship between job satisfaction with any component of organizational commitment because the significance of the relationship between job satisfaction with affective commitment is 0,355 ( $p > 0,05$ ), job satisfaction with continuance commitment is 0,207 ( $p > 0,05$ ), and job satisfaction with normative commitment is 0,437 ( $p > 0,05$ ). The relationship between job satisfaction and all of the three components of organizational commitment (affective commitment, continuance commitment, and normative commitment) were analyzed using one-tailed hypothesis.*

**Keywords:** *job satisfaction, organizational commitment, affective commitment, continuance commitment, normative commitment*