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## HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) DENGAN KOMITMEN ORGANISASI PADA PERAWAT DI RSUD DR. MOEWARDI

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### INTISARI

Seiring perkembangan zaman, tuntutan akan layanan publik yang prima menjadi semakin meningkat. Pelayanan yang prima diperlukan agar masyarakat dapat memperoleh pelayanan yang efektif, efisien, ekonomis dan sesuai dengan kebutuhan masyarakat. Pelayanan prima merupakan salah satu tolak ukur kinerja organisasi, maka tuntutan akan pelayanan yang berkualitas memang harus dipenuhi oleh organisasi tersebut. Salah satu organisasi seperti rumah sakit juga harus memberikan pelayanan yang prima. Untuk itu rumah sakit perlu meningkatkan kualitas sumber daya manusia (SDM). Kualitas SDM menentukan bagus tidaknya mutu pelayanan kesehatan di rumah sakit tersebut. Kinerja SDM salah satunya dipengaruhi oleh komitmen. Untuk mendukung dan meningkatkan komitmen pegawai terhadap organisasinya, perlu adanya dukungan dari organisasi tersebut.

Untuk mendapatkan gambaran yang jelas mengenai hal tersebut, dilakukan penelitian dengan tujuan untuk mengetahui hubungan antara *Perceived Organizational Support* (POS) dengan Komitmen Organisasi pada Perawat di RSUD Dr. Moewardi, dengan judul “Hubungan Antara *Perceived Organizational Support* (POS) dengan Komitmen Organisasi pada Perawat di RSUD Dr. Moewardi”. Subjek penelitian adalah perawat BLUD di RSUD Dr. Moewardi Surakarta berjumlah 150 orang yang dipilih dan ditetapkan dengan teknik *purposive sampling*. Metode pengumpulan data dengan menggunakan dua buah skala psikologi, yaitu skala komitmen organisasi yang terdiri dari 9 aitem valid ( $\alpha=0,817$ ) dan skala POS terdiri dari 24 aitem valid ( $\alpha=0,840$ ) yang disusun dengan menggunakan skala Likert. Teknik analisis menggunakan analisis *product moment*, dan diperoleh koefisien korelasi sebesar  $r_{xy} = 0,500$  dan  $p = 0,000$  ( $p < 0,01$ ) dengan arah hubungan positif antar variabel. Simpulan dari penelitian ini adalah terdapat hubungan positif antara POS dengan Komitmen Organisasi.

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



**RELATION BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT (POS) AND ORGANIZATIONAL COMMITMENT OF NURSE AT RSUD DR. MOEWARDI**

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**ABSTRACT**

Within the times, demand for first-rate public services is increasing. First-rate services are needed in order to society can obtain the services which are effective, efficient, economic, and in accordance with society needs. First-rate services is one of the indicator for organizational performance, therefore the demand of these high-qualified services must be met by the organization. One kind of organization like hospital should offer first-rate service as well. Therefore hospital must upgrade the quality of human resources (HR). Quality of human resources determine the standard of good or bad the quality of services by the hospital. Quality of human resource's performance is affected by commitment. To support and increase the commitment of the employees to their organization, a support from the organization itself is needed.

A research was conducted to obtain a clear representation of how those mentioned above relate to each other and to know the relation between Perceived Organizational Support (POS) and organizational commitment of nurse at RSUD DR. Moewardi, then entitled "Relation between Perceived Organizational Support (POS) and Organizational Commitment of Nurse at RSUD DR. Moewardi". Subject of research are 150 nurses at RSUD DR. Moewardi Surakarta who were selected and assigned by purposive sampling technique. The data were collected by using two psychological scales, organizational commitment scale with 9 valid items ( $\alpha=0,817$ ) and POS scale with 24 valid items ( $\alpha=0,840$ ) and then were compiled using Likert scale. The analyzation is done by product moment analysis, and the result for coefficient correlation are  $r_{xy} = 0,500$  and  $p = 0,000$  ( $p < 0,01$ ) with positive relation between variable. The conclusion of the research is there is positive relation between POS and organizational commitment.

Keyword(s) : perceived organizational support, organizational commitment.