

***RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT
(POS) AND ORGANIZATIONAL COMMITMENT TO EMPLOYEE***

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ABSTRACT

The purpose of this study was to determine the correlation between perceived organizational support (POS) and organizational commitment to employee. This study uses two measuring tools, namely the Scale of Organizational Commitment amounted to 13 items and Scale of Perceived Organizational Support (POS) which amounted to 25 items. Subjects on this study were 65 people (N=65) a civil servant (PNS) of Department of Culture the Province of Yogyakarta Special Region and have a minimum 2 years of work. Data was analyzed using Product Moment Pearson's Correlation with software SPSS 16.0 for Windows. The result showed coefficient of correlation $r=0,321$ with the significant level $p<0,01$ which means there is a positive and significant correlation between both of variable. Therefore, the hypothesis of this study is accepted. Furthermore, coefficient of determination is $r^2=0,103$ which means perceived organizational support (POS) has effective contribution to increasing organizational commitment about 10,3%.

Keyword: *organizational commitment, perceived organizational support (POS), PNS.*

**HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT*
(POS) DENGAN KOMITMEN TERHADAP ORGANISASI
PADA KARYAWAN**

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INTISARI

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara *perceived organizational support* (POS) dengan komitmen terhadap organisasi pada karyawan. Penelitian ini menggunakan dua alat ukur, yaitu skala Komitmen terhadap Organisasi yang berjumlah 13 aitem dan skala *Perceived Organizational Support* (POS) yang berjumlah 25 aitem. Subjek penelitian berjumlah 65 orang (N=65) yang merupakan pegawai berstatus Pegawai Negeri Sipil (PNS) di Dinas Kebudayaan Provinsi Daerah Istimewa Yogyakarta dan memiliki masa kerja minimal 2 tahun. Data penelitian ini dianalisis menggunakan korelasi *Product Moment* Pearson dengan bantuan *software SPSS 16.0 for Windows*. Hasil penelitian ini menunjukkan koefisien korelasi sebesar $r=0,321$ dengan taraf signifikansi $p<0,01$ yang berarti hubungan kedua variabel positif dan signifikan. Hasil tersebut menyatakan bahwa hipotesis dalam penelitian ini diterima. Adapun koefisien determinasi menunjukkan $r^2=0,103$ yang artinya, *perceived organizational support* (POS) berkontribusi terhadap peningkatan komitmen terhadap organisasi karyawan sebesar 10,3%.

Kata kunci: komitmen terhadap organisasi, *perceived organizational support* (POS), PNS.