

THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND ORGANIZATIONAL COMMITMENT IN POLRESTA YOGYAKARTA POLICE OFFICER

Abstract

The aims of this study is to find out the relationship between perceived organizational support and organizational commitment on police officers. The hypothesis of this study is “there is a positive correlation between perceived organizational support and organizational commitment”. Dependent variable in this study is organizational commitment. Independent variable in this study is perceived organizational support. The subjects in this study are 115 police officers at Polresta Yogyakarta. Measuring instrument consists of perceived organizational support scale and organizational commitment scale. The Product Moment correlation by Pearson is used to analyze the data. The result of this study shows that perceived organizational support has a significant positive correlation to organizational commitment ($r_{xy} = 0,672$; $p < 0,01$), therefore hypothesis in this study is accepted. Perceived organizational support determined 45,1% organizational commitment in Polresta Yogyakarta police officer.

Keywords: *organizational commitment, perceived organizational support, police officer*

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DAN KOMITMEN ORGANISASI PADA ANGGOTA KEPOLISIAN POLRESTA YOGYAKARTA

Intisari

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dan komitmen organisasi pada anggota kepolisian. Hipotesis dari penelitian ini adalah “terdapat hubungan positif antara *perceived organizational support* dan komitmen organisasi”. Variabel dependen pada penelitian ini adalah komitmen organisasi. Independen variabel pada penelitian ini adalah persepsi dukungan organisasi. Subjek dalam penelitian ini adalah 115 anggota kepolisian di Polresta Yogyakarta. Alat ukur yang digunakan terdiri dari skala *perceived organizational support* dan skala komitmen organisasi. Analisis data dilakukan dengan teknik korelasi *Product Moment* dari Pearson. Hasil dari penelitian ini menunjukkan adanya hubungan positif yang signifikan antara *perceived organizational support* dan komitmen organisasi ($r_{xy} = 0,672$; $p < 0,01$), sehingga hipotesis pada penelitian ini diterima. *Perceived organizational support* menentukan komitmen organisasi anggota kepolisian Polresta Yogyakarta sebesar 45,1%.

Kata kunci: komitmen organisasi, *perceived organizational support*, anggota kepolisian