ABSTRACT

Increasing The Organization Commitment, Job Involvement, and Employees Disciplin Through The Fit Value Based Management

Empirical problems which were found in this research was low organization commitment, low job involvement, and middle employees disciplin. While the theoretical problems were, we had not found the research about system management that could increase the three behaviours through to the fit value based management. This research purpose was to prove that the fit value based management would influence the increasing of fit value, influenced value actualization and changed organization commitment, job involvement and employees disciplin. This was an observational research in RSI MBN which implemented the fit value based management. As a comparation there was other Islamic Hospital that used performance management which was called RSI BK. The analysis unit was hospital employees. Samples amount in RSI MBN was 176 respondents and RSI BK 192 respondents. This research gave the result that the fit value based management was proven significantly could increased fit value, influenced actualization value, and influenced the change of organizational commitment level and employees disciplin. While through value actualization could influenced the change of the organizational commitment and job involvement. The fit value itself insignificantly influenced to the value actualization, the change of organizational commitment, job involvement, and employees disciplin. By proving the fit value based management that could increased the organizational commitment, job involvement, and employees disciplin, so that it will appear a new paradigm that in the future the effective management will be succeeded if the management organizer followed the value of their members.

Key words: fit value based management, fit value, actualization value, organization commitment, job involvement, employees disciplin