

ABSTRACT

Analysis on Influence of Psychological Empowerment upon Organizational Commitment of the Employees of PT. Semen Gresik (Persero) Tbk.

JALILAH

The aim of this research is to analyze the influence of four psychological empowerment dimensions: *meaning, competence, self-determination* and *impact variables*, either jointly or individually upon the three organizational commitments, namely *affective, continuance and normative* organizational commitments of the employees of PT. Semen Gresik (Persero) Tbk.

The samples of this research involved 213 first line employees out 990 personnel scattered at 15 departments, distributed under proportional allocation. Data analysis is executed by using the multiple regressions applying the SPSS program of Version 11.0.

Outputs of the analysis indicate that the four psychological empowerment dimensions consisting of *meaning, competence, self-determination and impact variables* jointly have the significant influence on the *affective and normative* commitments of the employees; and jointly they have no influence to the *continuance* commitment.

Individually, the *meaning* variable has positive and significant influence on the *affective* commitment, but this variable has no influence upon the *continuance and normative* commitments. Meanwhile, the second psychological empowerment variable, namely *competence*, has positive and significant influence upon the *affective* commitment. On the contrary, the *competence* variable has negative and significant influence upon the *continuance* commitment.

The *self-determination* variable individually has no influence upon the *affective, continuance and normative* organizational commitments. On the contrary, the *impact* empowerment variable individually has positive and significant influence upon those three above mentioned commitments.

Key-words: Psychological empowerment, competence, self-determination, meaning, impact, affective commitment, continuance commitment, and normative commitment.