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.