

ABSTRAKSI

Septina Widya Pratama, 110710128, Hubungan Antara Nilai Kerja (*Work Value*) Dengan Komitmen Organisasi (*Organization commitment*) Pada Karyawan Divisi Consumer Service II Timur PT Telekomunikasi Indonesia, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2012. xvii+84 halaman, 16 lampiran

Penelitian ini bertujuan untuk mengetahui hubungan antara nilai kerja (*work value*) dengan komitmen organisasi (*organization commitment*) pada karyawan Divisi Consumer Service II Timur PT Telekomunikasi Indonesia. Terdapat beberapa dimensi dalam variable komitmen organisasi, yaitu *affective commitment*, *continuance commitment* dan *normative commitment* yang alat ukurnya diadaptasi dari *Three-Component Model (TCM) of commitment*. Sedangkan dimensi dalam variable nilai kerja, yaitu *cognitive*, *affective* dan *instrumental* yang alat ukurnya diadaptasi dari *Work Value Questionnaire (WVQ)*

Penelitian ini dilakukan pada karyawan Divisi Consumer Service II Timur PT Telekomunikasi Indonesia yang berlokasi di Surabaya dengan jumlah subyek 33 orang. Semua karyawan dipilih yang menjadi karyawan tetap dan sekurang-kurangnya telah bekerja pada PT Telkom selama 5 tahun.

Dari uji reliabilitas komitmen organisasi diperoleh nilai *Alpha* pada komitmen afektif sebesar 0.790, pada komitmen kontinuan sebesar 0.659 dan pada komitmen normatif sebesar 0.858 dan nilai *Alpha* yang dihasilkan pada variable nilai kerja adalah sebesar 0.734. Sedangkan koefisien korelasi antara nilai kerja dengan komitmen afektif sebesar 0.294 dengan nilai signifikansi 0.097, nilai kerja dengan komitmen kontinuan 0.392 dengan nilai signifikansi 0.024, nilai kerja dengan komitmen normatif sebesar 0.419 dengan nilai signifikansi 0.015. Analisis data menggunakan korelasi sederhana *Spearman Rho* melalui program *SPSS 17.0 for Windows*

Hasil penelitian ini menunjukkan bahwa tidak ada hubungan nilai kerja dengan komitmen afektif serta ada hubungan positif antara nilai kerja dengan komitmen kontinuan dan komitmen normatif) pada karyawan Divisi Consumer Service II Timur PT Telekomunikasi Indonesia

Kata kunci : Nilai Kerja, Komitmen Organisasi

Daftar Pustaka, 35 (1977-2010)

ABSTRACT

Septina Widya Pratama, 110710128, The Relationship Between Work Value and Organization Commitment of the Employees of Consumer Services Division of East II of PT Telekomunikasi Indonesia, An Undergraduate Thesis, Faculty of Psychology, Airlangga University, Surabaya, 2012. xvii+84 pages, 16 appendices

This study aimed to determine the relationship between work value and organization commitment of the Employees of Consumer Services Division of East II of PT Telekomunikasi Indonesia. There are some dimensions in the variable of organization commitment, namely affective commitment, continuance commitment and normative commitment, the instrument of which is adapted from the Three-Component Model (TCM) of commitment developed by Meyer & Allen. There are also some dimensions in the variable of work value, namely cognitive, affective and instrumental, the instrument of which is adapted from the Work Value Questionnaire (WVQ) developed by Dov Elizur.

The research was conducted to the Employees of Consumer Services Division of East II of PT Telekomunikasi Indonesia, which is located in Surabaya, with the subject of 33 persons. Subjects of this study were permanent employees and at least have been working on PT Telkom for 5 years.

Reliability test of the organization commitment obtained Alpha values on affective commitment for 0.790, on continuance commitment for 0.659, and on normative commitment for 0.858. Alpha value generated in the variable of work value is 0.734. Whereas, the correlation between the work value and affective commitment is 0.294 significant 0.097, the work value and continuance commitment is 0.392 significant 0.024, and the work value and normative commitment is 0.419 significant 0.015. The analysis of the data used a simple correlation of Spearman Rho through SPSS 17.0 for Windows.

The result of this study indicated that there is no relationship between work value and affective commitment, there is a relationship between work value and continuance commitment, and there is also a relationship between work value and normative commitment of the Employees of Consumer Services Division of East II of PT Telekomunikasi Indonesia.

Key words: *work value, organization commitment*

Bibliography, 35 (1977-2010)