

HUBUNGAN HARGA DIRI DALAM KONTEKS ORGANISASI DAN KOMITMEN ORGANISASI

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara harga diri dalam konteks organisasi dan komitmen organisasi pada karyawan/wati Universitas Sanata Dharma. Hipotesis penelitian menyatakan terdapat hubungan antara harga diri dalam konteks organisasi dan komitmen organisasi pada karyawan/wati Universitas Sanata Dharma. Subyek penelitian adalah 90 karyawan/wati Universitas Sanata Dharma. Data dikumpulkan dengan skala harga diri dalam konteks organisasi dan skala komitmen organisasi. Uji coba skala dilakukan pada Akademi Komunikasi Indonesia dan Universitas Islam Nahdlatul Ulama sebanyak 160 responden dengan perolehan nilai reliabilitas skala harga diri dalam konteks organisasi $\alpha = 0,957$ dan nilai reliabilitas skala komitmen organisasi, $\alpha = 0,940$. Analisis data menggunakan korelasi *Spearman Rho* karena data penelitian tidak normal. Korelasi antara harga diri dalam konteks organisasi dan komitmen organisasi pada karyawan/wati Universitas Sanata Dharma menunjukkan hasil 0,624 dengan $p = 0,000$ ($p < 0,005$). Dengan demikian terdapat hubungan positif dan signifikan antara harga diri dalam konteks organisasi dan komitmen organisasi pada karyawan Universitas Sanata Dharma.

Kata Kunci : harga diri dalam konteks organisasi, komitmen organisasi.

THE RELATION ORGANIZATIONAL BASED SELF ESTEEM AND ORGANIZATIONAL COMMITMENT

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ABSTRACT

This research aimed to know the relation between organizational based self esteem and organizational commitment at Sanata Dharma University employees. The hypothesis says there is a significant correlation between organizational based self esteem and organizational commitment at Sanata Dharma University employees. Subjects were ninety employees of Sanata Dharma. The data were collected by organizational based self esteem scale and organizational commitment scale. Scale try out were conducted at Indonesian Communication Academy and Islamic University of Nahdlatul Ulama with 160 respondents have reliability value of organizational based self esteem scale, $\alpha = 0.957$ and the value reliability of organizational commitment scale, $\alpha = 0,940$. The data were analyzed using Spearman Rho because data were not normal. The correlation between organizational based self esteem and commitment organization at Sanata Dharma University employees is 0,624 with $p = 0,000$ ($p < 0,005$). Therefore, there is a significant positive correlation between organizational based self esteem and organizational commitment at Sanata Dharma University employees.

Keyword : organizational based self esteem, organizational commitment.