

**HUBUNGAN ANTARA DIMENSI KEPRIBADIAN *AGREEABLENESS*,  
*CONSCIENTIOUSNESS*, *OPENNESS TO EXPERIENCE*, DAN  
*EXTRAVERSION* DENGAN KOMITMEN AFEKTIF PADA KARYAWAN  
PERHOTELAN DI YOGYAKARTA**

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**ABSTRAK**

Penelitian ini memiliki tujuan untuk melihat hubungan antara dimensi kepribadian *extraversion*, *agreeableness*, *openness to experience*, dan *conscientiousness* dengan komitmen afektif pada karyawan perhotelan di Yogyakarta. Subjek dalam penelitian ini berjumlah 49 yang merupakan karyawan salah satu hotel bintang 4 di Yogyakarta. Data dalam penelitian ini diperoleh menggunakan model kuesioner berupa skala yang dibagikan kepada setiap karyawan. Komitmen afektif diukur menggunakan skala yang *organizational commitment* yang diadaptasi dari Allen dan Meyer (1997) dan berisi 6 item dengan tingkat reliabilitas ( $\alpha$ ) sebesar 0,617. Dimensi kepribadian *extraversion*, *agreeableness*, *openness to experience*, dan *conscientiousness* diukur menggunakan alat ukur *Transparent Bipolar Inventory* (TBI) yang diadaptasi dari Goldberg (1992) dan berisi 40 item dengan tingkat reliabilitas ( $\alpha$ ) sebesar 0,964. Analisis data dalam penelitian ini menggunakan *pearson product moment*. Hasil penelitian menunjukkan bahwa terdapat hubungan positif dan signifikan antara komitmen afektif dengan dimensi kepribadian *extraversion* (Sig.: 0,00; r: 0,568), *agreeableness* (Sig.: 0,00; r: 0,799), *openness to experience* (Sig.: 0,00; r: 0,707), dan *conscientiousness* (Sig.: 0,00; r: 0,581) dalam *big five personality* pada karyawan perhotelan di Yogyakarta.

Kata Kunci: Komitmen Afektif, *Extraversion*, *Agreeableness*, *Openness to Experience*, dan *Conscientiousness*

**RELATIONSHIP BETWEEN AGREEABLENESS, CONSCIENTIOUSNESS,  
OPENNESS TO EXPERIENCE, AND EXTRAVERSION PERSONALITY  
DIMENSIONS WITH AFFECTIVE COMMITMENT ON HOTEL  
EMPLOYEE IN YOGYAKARTA**

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**ABSTRACT**

*This research is aimed to see the relationship between personality dimensions which are extraversion, agreeableness, openness to experiences, and conscientiousness with affective commitment on hotel employees In Yogyakarta. The subject for this research consist of 49 employees in one of 4 star hotel in Yogyakarta. The data was collected using a scale which was distributed to each employee. Affective commitment was measured using organizational commitment scale adapted from Allen and Meyer (1997) with 6 items with the reliability ( $\alpha$ ) of 0,617. On the other hand, personality dimensions such as extraversion, agreeableness, openness to experience, and conscientiousness were measured using tbi adapted from Goldberg (1992) with 40 items and with reliability ( $\alpha$ ) of 0,964. Analysis data process using pearson product moment. Research result shows that there is positive significant relationship between affective commitment and big five personality dimensions such as extraversion (Sig.: 0,00; r: 0,568), agreeableness (Sig.: 0,00; r: 0,799), openness to experience (Sig.: 0,00; r: 0,707), and conscientiousness (Sig.: 0,00; r: 0,581) on hotel employee in Yogyakarta.*

*Keywords: Affective Commitment, Extraversion, Agreeableness, Openness to Experience, and Conscientiousness*

