

HUBUNGAN ANTARA *EMPLOYABILITY* DENGAN KOMITMEN BERUBAH AFEKTIF, KOMITMEN BERUBAH BERKESINAMBUNGAN, DAN KOMITMEN BERUBAH NORMATIF PADA KARYAWAN UNIVERSITAS SANATA DHARMA

Albertus Agung Catur Sunu Kuncoromurti

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *employability* dengan komitmen berubah afektif, komitmen berubah berkesinambungan, dan komitmen berubah normatif pada karyawan Universitas Sanata Dharma. Hipotesis dalam penelitian ini ada hubungan positif antara *employability* dengan komitmen berubah afektif, komitmen berubah berkesinambungan, dan komitmen berubah normatif pada karyawan. Metode sampling yang digunakan dalam penelitian ini adalah *Purposive Sampling*. Subjek penelitian adalah 55 karyawan tetap Universitas Sanata Dharma. Pengambilan data dilakukan dengan penyebaran Skala Komitmen Berubah Afektif, Skala Komitmen Berubah Berkesinambungan, Skala Komitmen Berubah Normatif, dan Skala *Employability* dalam model Likert. Reliabilitas Skala Komitmen Berubah Afektif adalah 0,807, reliabilitas Skala Komitmen Berubah Berkesinambungan adalah 0,850, Reliabilitas Skala Komitmen Berubah Normatif adalah 0,827, dan reliabilitas Skala *Employability* adalah 0,973. Reliabilitas diperoleh menggunakan teknik *Cronbach's Alpha*. Teknik analisis data menggunakan analisis korelasi *Product Moment* dari Pearson dengan bantuan program *SPSS 16.0 for Windows*. Hasil analisis penelitian ini menemukan bahwa (1) ada hubungan positif yang signifikan antara *employability* dengan komitmen berubah afektif ($r = 0,880$), (2) ada hubungan positif yang signifikan antara *employability* dengan komitmen berubah berkesinambungan ($r = 0,887$), dan (3) ada hubungan positif yang signifikan antara *employability* dengan komitmen berubah normatif ($r = 0,879$). Hal ini menunjukkan bahwa semakin tinggi *employability* karyawan, maka semakin tinggi komitmen berubah afektif, komitmen berubah berkesinambungan, dan komitmen berubah normatif pada karyawan, dan sebaliknya.

Kata Kunci : Komitmen Berubah Afektif, Komitmen Berubah Berkesinambungan, Komitmen Berubah Normatif, *Employability*.

RELATIONSHIP BETWEEN EMPLOYABILITY WITH AFFECTIVE COMMITMENT TO CHANGE, CONTINUANCE COMMITMENT TO CHANGE, AND NORMATIVE COMMITMENT TO CHANGE OF THE EMPLOYEES OF THE SANATA DHARMA UNIVERSITY

Albertus Agung Catur Sunu Kuncoromurti

ABSTRACT

This study aimed to determine the relationship between employability with affective commitment to change, continuance commitment to change, and normative commitment to change of the employees of the Sanata Dharma University. The hypothesis in this study was that there was a positive relationship between employability with affective commitment to change, continuance commitment to change, and normative commitment to change of the employees. The sampling method used in this study was purposive sampling. The subjects of this study were 55 permanent employees of the Sanata Dharma University. The data collection was performed by the spread of the Affective Commitment to Change Scale, the Continuance Commitment to Change Scale, the Normative Commitment to Change Scale, and the Employability Scale in the model Likert Scale. Reliability of the Affective Commitment to Change Scale was 0,807, reliability of the Continuance Commitment to Change Scale was 0,850, reliability of the Normative Commitment to Change Scale was 0,827, and reliability of the Employability Scale was 0,973. Reliability were obtained by using technique of Cronbach's Alpha. The technique of the data analysis used correlation analysis of Pearson Product Moment with SPSS 16.0 for Windows. The results of the analysis of this study found that (1) there was a significant positive relationship between employability with affective commitment to change ($r = 0,880$), (2) there was a significant positive relationship between employability with continuance commitment to change ($r = 0,887$), and (3) there was a significant positive relationship between employability with normative commitment to change ($r = 0,879$). This showed that the higher employability of the employees, the higher the affective commitment to change, continuance commitment to change, and normative commitment to change of the employees were, and vice versa.

Keywords : *Affective Commitment to Change, Continuance Commitment to Change, Normative Commitment to Change, Employability.*