HUBUNGAN ANTARA KONFLIK PERAN GANDA DAN KOMITMEN ORGANISASI PADA ANGGOTA PERSIT KARTIKA CHANDRA KIRANA TANJUNGPURA

Jesysca Exderya Eman

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara konflik peran ganda dan komitmen organisasi pada Anggota Persit Kartika Chandra Kirana Tanjungpura. Hipotesis yang diajukan adalah terdapat hubungan yang negatif signifikan antara konflik peran ganda dan komitmen organisasi. Subjek penelitian ini adalah 136 ibu Persit KCK Tanjungpura yang memiliki anak dan metode pengambilan sampel dengan menggunakan teknik *purposive sampling*. Metode pengumpulan data dalam penelitian ini menggunakan dua skala model Likert, yaitu skala konflik peran ganda dan skala komitmen organisasi. Uji coba skala menghasilkan koefisien reliabilitas pada skala konflik peran ganda sebesar 0,948 dan skala komitmen organisasi sebesar 0,943. Data penelitian dianalisis dengan menggunakan teknik korelasi *Spearman's Rho* karena sebaran data bersifat tidak normal. Hasil penelitian menunjukan bahwa ada hubungan yang negatif signifikan antara konflik peran ganda dan komitmen organisasi pada Anggota Persit Kartika Chandra Kirana Tanjungpura. Hal ini dapat dilihat dari koefisien korelasi yang bernilai 0,669 dan nilai signifikansi sebesar $p = 0,00$ ($p < 0,01$).

Kata kunci: konflik peran ganda, komitmen organisasi, anggota persit.

CORRELATION BETWEEN DUAL-ROLE CONFLICT AND ORGANIZATIONAL COMMITMENT TO MEMBER OF PERSIT KARTIKA CHANDRA KIRANA TANJUNGPURA

Jesysca Exderya Eman

ABSTRACT

This research aims to determine the correlation between dual-role conflict and organizational commitment to member of Persit Kartika Chandra Kirana Tanjungpura. The hypothesis proposed in this research that there was a negative correlation between dual-role conflict and organizational commitmentto member of Persit Kartika Chandra Kirana Tanjungpura. The subjects of this research were 136 women who were Persit Kartika Chandra Kirana Tanjungpura member and have children. The sampling method is purposive sampling technique. The method of data collection in this research uses two Likert model scales, namely the scale of dual-role conflict and the scale of organizational commitment. The try out for scale produce reliability coefficients on dual-role conflict scales was 0.948 and organizational commitment scale was 0.943. The research data were analyzed using the Spearman Rho correlation technique because the data distribution was non normal. The results showed that there was a significant negative relationship between dual-role conflict and organizational commitment to member of Persit Kartika Chandra Kirana Tanjungpura. This can be seen from the correlation coefficient which was 0.669 and a significance value was $p = 0.00$ ($p < 0.01$).

Keywords: dual-role conflict, organizational commitment, persit member.