

## HUBUNGAN ANTARA USIA, LAMA KERJA DAN KOMITMEN ORGANISASI PADA KARYAWATI BANK X CABANG MAGELANG

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### ABSTRAK

Penelitian ini bertujuan untuk menguji hubungan antara usia, lama kerja dan komitmen organisasi. Hipotesis yang diajukan dalam penelitian ini adalah usia dan komitmen organisasi memiliki hubungan yang positif, serta lama kerja dan komitmen organisasi memiliki hubungan yang positif. Subjek dalam penelitian ini adalah karyawan bank X cabang Magelang yang telah memiliki pengalaman kerja di bank minimal satu tahun berjumlah 76 orang. Data penelitian mengenai komitmen organisasi diungkap dengan menggunakan modifikasi *Three Component Organizational Commitment Scale*. Skala komitmen organisasi versi adaptasi memiliki reliabilitas sebesar 0,900 untuk dimensi komitmen afektif, 0,881 untuk dimensi kontinum dan 0,808 untuk dimensi normatif. Uji korelasi dilakukan dengan teknik analisis *Spearman's rho*. Hasil analisis data menunjukkan adanya korelasi positif dan signifikan antara usia dan komitmen organisasi pada karyawan bank, yaitu  $r = 0,783$  ( $p = 0,000$ ), artinya terdapat hubungan positif dan signifikan antara usia dengan komitmen organisasi. Selain itu, hasil analisis data juga menunjukkan adanya korelasi positif dan signifikan antara lama kerja dan komitmen organisasi pada karyawan bank, yaitu  $r = 0,933$  ( $p = 0,000$ ), artinya terdapat hubungan positif dan signifikan antara lama kerja dengan komitmen organisasi.

Kata kunci: usia, lama kerja, komitmen organisasi

**CORRELATION BETWEEN AGE, TENURE AND ORGANIZATIONAL  
COMMITMENT AMONG FEMALE EMPLOYEES OF BANK X  
MAGELANG BRANCH OFFICE**

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**ABSTRACT**

*This study is aimed to know the correlation between work stress and organizational commitment. Hypothesis proposed in this study are age had a positive correlation with organizational commitment and tenure had a positive correlation with organizational commitment. The subject were 76 female employees of bank X Magelang branch office who had working experience in bank minimized one year. The data about organizational commitment were revealed by the modification of Three Component Organizational Commitment Scale with the coefficient reliability ( $\alpha$ ) 0,900 for affective commitment, 0,881 for continuance commitment and 0,808 for normative commitment. Data were analyzed by using Spearman's rho technique. The result of data analyze showed that there was a significant positive correlation between age and organizational commitment with  $r = 0,783$  ( $p = 0,000$ ), which means there was a positive and significant correlation between age and organizational commitment. In addition, the results of data analyze showed that there was a significant positive correlation between tenure and organizational commitment with  $r = 0,933$  ( $p = 0,000$ ), which means there was a positive and significant correlation between tenure and organizational commitment.*

*Keyword: age, tenure, organizational commitment*