

**HUBUNGAN ANTARA KUALITAS KEHIDUPAN KERJA
DENGAN KOMITMEN ORGANISASI PADA KARYAWAN DI CV.
SARANA TEKNIK AC PURWOKERTO**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara Kualitas Kehidupan Kerja dan Komitmen Organisasi pada karyawan. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara Kualitas Kehidupan Kerja dan Komitmen Organisasi. Subjek dalam penelitian ini adalah 110 karyawan CV. Sarana Teknik AC. Penelitian ini menggunakan skala Kualitas Kehidupan Kerja dan skala Komitmen Organisasi dalam model *Likert*. Skala Kualitas Kehidupan Kerja memiliki 48 aitem dengan koefisien reliabilitas 0,947. Skala Komitmen Organisasi memiliki 18 aitem dengan koefisien reliabilitas 0,940. Teknik analisis data yang digunakan dalam penelitian ini adalah uji korelasi *Spearman's rho* dikarenakan sebaran data pada salah satu variabel bersifat tidak normal. Penelitian ini menghasilkan nilai korelasi $r = 0,556$ dan nilai signifikansi $p = 0,000 < 0,05$. Hasil penelitian ini menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara Kualitas Kehidupan Kerja dan Komitmen Organisasi. Hal ini berarti bahwa semakin tinggi Kualitas Kehidupan Kerja, maka kecenderungan Komitmen Organisasi menjadi semakin tinggi. Sebaliknya, semakin rendah Kualitas Kehidupan Kerja, maka kecenderungan Komitmen Organisasi menjadi semakin rendah.

Kata Kunci : Kualitas Kehidupan Kerja , Komitmen Organisasi, Karyawan

**RELATIONSHIP BETWEEN THE QUALITY OF WORK LIFE
WITH ORGANIZATIONAL COMMITMENTS IN EMPLOYEES AT
CV. SARANA TEKNIK AC PURWOKERTO**

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ABSTRACT

This current study aims to determine the relationship between quality of work life and organizational commitment to employees at CV. Sarana Teknik AC (STAC) Purwokerto. The hypothesis that proposed in this study is there is a positive and significant relationship between the quality of work life with organizational commitment to employees at CV. Sarana Teknik AC Purwokerto. The subjects in this current study were employees of CV. Sarana Teknik AC Purwokerto that have worked for at least one year and in total there were 110 employees. Data collection tools used in this study are the scale of quality of work life and the scale of organizational commitment in the Linkert scale model. Work life quality scale has 48 items with reliability coefficient of 0.947 and organizational commitment scale has 18 items with reliability coefficient of 0.940. The data analysis technique used in this study was Kolmogorov-Smirnov with the help of the SPSS for Windows version 22 program. Because the number of subjects in this study was more than 50 people showed that the data distribution between the two variables were not normal. This study resulted in a correlation value of $r = 0.556$ with a significance level of $p = 0.000$. This is shows that there is a positive and significant relationship between the quality of work life and organizational commitment. This is shows that the higher of the employee's quality of work life it will lead higher organizational commitment, conversely the lower employee's quality of work life will lead, the lower the organizational commitment.

Keywords: *Quality of Work Life, Organizational Commitment, Employees*