

**HUBUNGAN ANTARA EFIKASI DIRI DENGAN KOMITMEN
ORGANISASI PADA AGEN PT ASURANSI JIWA X CABANG
YOGYAKARTA, SOLO, DAN SEMARANG**

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ABSTRAK

Penelitian ini dilakukan untuk mencari tahu hubungan antara efikasi diri dengan komitmen organisasi. Subjek penelitian ini adalah agen-agen yang bekerja pada PT. Asuransi Jiwa X cabang Yogyakarta, Solo, dan Semarang. Penelitian ini menggunakan dua skala, yaitu *General Self-Efficacy Scale* ($\alpha = 0,815$) dan *The Three Component Organizational Commitment Scale: affective commitment* ($\alpha = 0,822$), *continuance commitment* ($\alpha = 0,714$), dan *normative commitment* ($\alpha = 0,781$). Uji korelasi pada penelitian ini menggunakan *Spearman Rho Correlation*. Hasil analisis data menunjukkan adanya korelasi positif dan signifikan antara efikasi diri dengan *affective commitment*, yaitu $r_s = 0,319$ ($p=0,012$). Hasil analisis data juga menunjukkan adanya korelasi positif dan signifikan antara efikasi diri dengan *normative commitment*, yaitu $r_s = 0,494$ ($p=0,000$). Selain itu, hasil analisis data menunjukkan tidak adanya korelasi antara efikasi diri dengan *continuance commitment*, yaitu $r_s = -0,027$ ($p=0,427$).

Kata kunci: efikasi diri, komitmen organisasi, *affective commitment*, *continuance commitment*, *normative commitment*, agen asuransi

***CORRELATION BETWEEN SELF-EFFICACY WITH ORGANIZATIONAL
COMMITMENT AMONG AGENTS OF PT ASURANSI JIWA X YOGYAKARTA,
SOLO, AND SEMARANG BRANCH***

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ABSTRACT

The present work was conducted in order to see the correlation between self-efficacy and organizational commitment. The subject were agents of X Life Insurance Company Incorporated Yogyakarta, Solo, and Semarang branch office. This study uses two scales, namely General Self-Efficacy Scale ($\alpha = 0,815$) and The Three Component Organizational Commitment Scale: affective commitment ($\alpha = 0,822$), continuance commitment ($\alpha = 0,714$), and normative commitment ($\alpha = 0,781$). Correlation test in this study measured with Spearman Rho Correlation. The result of data analysis shows that there is a positive and significant correlation between self-efficacy and affective commitment with correlation score of $r_s = 0,319$ ($p=0,012$). The result of data analysis also shows that there is a positive and significant correlation between self-efficacy and normative commitment with correlation score of $r_s = 0,494$ ($p=0,000$). Besides that, the result of data analysis shows that there no correlation between self-efficacy and continuance commitment with correlation score of $r_s = -0,027$ ($p=0,427$).

Key Words: self-efficacy, organizational commitment, affective commitment, continuance commitment, normative commitment, insurance agents