

***THE RELATIONSHIP BETWEEN RELIGIOUS INTRINSIC ORIENTATION
AND AFFECTIVE COMMITMENT OF ADMINISTRATIVE EMPLOYEES IN
SANATA DHARMA UNIVERSITY YOGYAKARTA***

Klaudius Hani Mangago

ABSTRACT

This study was conducted to determine the relationship between religious intrinsic orientation and affective commitment of administrative employees. In this research, the participants were the employees who have regular jobs and also in contract with Sanata Dharma University for at least a year. There were 110 participants. The hypothesis of this research was that there was a positive and significant relationship between religious intrinsic orientation and affective commitment of employees. The data in this research was obtained by using two Likert scales. They were religious intrinsic orientation scale and affective commitment scale. Reliability of the religious intrinsic orientation scale was 0.861 and reliability of the affective commitment scale was 0.898. Reliability were obtained by using technique of Cronbach Alpha. The data in this research was analyzed by using the Pearson Product Moment correlation. It was found that the correlation value was 0.612 with a significant value of 0.000 ($p < 0,05$). This finding means that there is a positive and significant relationship between religious intrinsic orientation and affective commitment of administrative employees in Sanata Dharma University, Yogyakarta. The value of the coefficient determination was $r^2 = 0.375$. It means that the orientation of religious intrinsic accounted 37.5% towards the affective commitment. The 62.5% was influenced by other factors.

Keywords: religious intrinsic orientation, affective commitment

**HUBUNGAN ANTARA ORIENTASI RELIGIOSITAS INTRINSIK DENGAN
KOMITMEN AFEKTIF KARYAWAN ADMINISTRASI UNIVERSITAS
SANATA DHARMA YOGYAKARTA**

Klaudius Hani Mangago

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara orientasi religiositas intrinsik dengan komitmen afektif karyawan administrasi Universitas Sanata Dharma. Subjek dalam penelitian ini adalah karyawan tetap dan kontrak Universitas Sanata Dharma dengan masa kerja minimal 1 tahun. Jumlah subjek adalah 110 orang. Hipotesis dalam penelitian ini adalah adanya hubungan yang positif dan signifikan antara orientasi religiositas intrinsik dengan komitmen afektif karyawan. Data penelitian diperoleh dengan menggunakan dua skala Likert yaitu, Skala orientasi religiositas intrinsik dan Skala komitmen afektif. Reliabilitas Skala orientasi religiositas intrinsik adalah 0,861 dan reliabilitas Skala komitmen afektif adalah 0,898. Reliabilitas diperoleh menggunakan teknik *Cronbach's Alpha*. Data dalam penelitian ini dianalisis datanya dengan menggunakan korelasi *Pearson product moment* dan diperoleh nilai korelasi sebesar 0,612 dengan nilai signifikan sebesar 0,000 ($p < 0,05$). Hal ini berarti ada hubungan yang positif dan signifikan antara orientasi religiositas intrinsik dengan komitmen afektif karyawan administrasi Universitas Sanata Dharma Yogyakarta. Nilai dari koefisien determinasi adalah $r^2 = 0,375$. Hal ini berarti orientasi religiositas intrinsik menyumbang sebesar 37,5% terhadap komitmen afektif dan 62,5% lainnya dipengaruhi oleh faktor-faktor lainnya.

Kata kunci : orientasi religiositas intrinsik, komitmen afektif