

HUBUNGAN ANTARA KELEKATAN AMAN DENGAN KOMITMEN ORGANISASI PADA KARYAWAN

Anju Hassudungan Da Ponty

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kelekatan aman dengan komitmen organisasi pada karyawan. Subjek dalam penelitian ini adalah karyawan perusahaan yang berjumlah 98 subjek. Peneliti berhipotesis bahwa terdapat hubungan positif antara gaya kelekatan aman dengan komitmen organisasi pada karyawan. Data penelitian diperoleh dengan menggunakan skala kelekatan aman dan skala komitmen organisasi yang disusun dengan teknik Likert. Skala kelekatan aman memiliki reliabilitas $\alpha = 0,859$ sedangkan skala komitmen organisasi memiliki reliabilitas sebesar $\alpha = 0,906$. Analisis data dilakukan dengan menggunakan korelasi Spearman's rho, karena variabel kelekatan aman mempunyai nilai asumsi normalitas yang tidak normal ($p = 0,000$; $p > 0,05$). Hasil penelitian menunjukkan nilai korelasi sebesar $r_s = 0,469$ dan $p = 0,000$ ($p < 0,01$). Artinya terdapat hubungan yang positif antara gaya kelekatan aman dengan komitmen organisasi pada karyawan.

Kata Kunci : gaya kelekatan aman, komitmen organisasi, Karyawan.

**THE RELATIONSHIP BETWEEN SECURE ATTACHMENT STYLE
AND ORGANIZATIONAL COMMITMENT ON EMPLOYEES**

Anju Hassudungan Da Ponty

ABSTRACT

This research have a purpose to find a relationship between secure attachment style and organizational commitment on employees. Respondent in this research were organizational employees and was conducted 98 respondents. Hypothesis in this research was there is a positive relation between secure attachment style with organizational commitment on employees. The data of this reseach were gained by secure attachment questionnaires and commitment organizational questionnaires using Likert method. The reliability of secure attachment questionnaires were $\alpha = 0,859$, whereas organizational commitment questionnaires were $\alpha = 0,906$. The analysis of data were used Spearman's rho correlation, because of the analyze of normality were not normal ($p = 0,000$; $p > 0,05$). The result of correlation showed $r_s = 0,469$ and $p = 0.000$ ($p < 0,01$). It means there is a positive correlation between secure attachment style with organizational commitment on employees.

Keywords: secure attachment style, organizational commitment, employee.

