

## HUBUNGAN ANTARA RELIGIUSITAS INTRINSIK DAN KOMITMEN AFEKTIF

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### ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara religiusitas intrinsik dengan komitmen afektif pada karyawan. Hipotesis dalam penelitian ini adalah adanya hubungan positif antara religiusitas intrinsik dengan komitmen afektif. Subjek dalam penelitian ini adalah karyawan yang telah bekerja di sebuah perusahaan minimal satu tahun dan berstatus sebagai karyawan tetap. Subjek dalam penelitian ini sebanyak 100 orang yang terdiri atas 55 subjek laki-laki dan 45 subjek perempuan. Religiusitas intrinsik diukur menggunakan *Intrinsic Religiosity Revised Scale* yang telah diadaptasi dengan reliabilitas  $\alpha = 0,821$ , dan komitmen afektif diukur menggunakan *Affective Commitment Scale Revised Version* yang telah diadaptasi dengan reliabilitas  $\alpha = 0,807$ . Analisis data dilakukan dengan menggunakan korelasi *Spearman's rho* karena sebaran data tidak normal. Hasil analisis religiusitas intrinsik dan komitmen afektif menunjukkan koefisien korelasi sebesar 0,381 dengan taraf signifikansi 0,000. Artinya terdapat hubungan positif dan cukup kuat antara religiusitas intrinsik dengan komitmen afektif. Maka, semakin tinggi religiusitas intrinsik, semakin tinggi pula komitmen afektif.

Kata kunci: religiusitas intrinsik, komitmen afektif, karyawan

## THE CORRELATION BETWEEN INTRINSIC RELIGIOSITY AND AFFECTIVE COMMITMENT

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### ABSTRACT

*This research aimed to know the correlation between intrinsic religiosity and affective commitment on employee. The hypothesis in this research was a positive correlation between intrinsic religiosity and affective commitment. Subject in this research were the employees who had worked in a company for at least one year and got status as permanent employees. This research was involved 100 subjects consisting of 55 men and 45 women. Intrinsic religiosity was measured by the adaptation scale of Intrinsic Religiosity Revised Scale with the reliability  $\alpha = 0,821$ , and affective commitment was measured by the adaptation scale of Affective Commitment Scale Revised Version with the reliability  $\alpha = 0,807$ . The data was analyzed by Spearman's rho because of the abnormal on data distribution. The result showed that intrinsic religiosity and affective commitment obtained the correlation coefficient of 0,381 with a significance level of 0,000. It means that there was a positive and adequate correlation between intrinsic religiosity and affective commitment. Then, higher intrinsic religiosity will also have higher affective commitment.*

*Keyword: intrinsic religiosity, affective commitment, employee*