

Hubungan nilai budaya organisasi dengan komitmen organisasi pada karyawan Bank Syariah X = A Correlation of organizational culture values and organizational oommitment among employee in Syaria Bank X

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Abstrak

Penelitian ini berfokus pada penemuan ada/tidaknya hubungan antara nilai budaya organisasi dengan komponen komitmen organisasi. Nilai budaya organisasi seperti yang diungkapkan oleh Hofstede (1980), dan komitmen organisasi yang diungkapkan oleh Allen & Meyer (1997), pada karyawan bank syariah X. Penelitian ini termasuk di dalam penelitian kuantitatif ex post field study yang bersifat korelasional. Hasil penelitian ini menunjukkan bahwa terdapat hubungan nilai budaya organisasi dengan komponen komitmen organisasi afektif dan normatif. Dan tidak terdapat hubungan dengan komitmen kontinuans.

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This research aims to see the correlation between the quality of work life and teaching commitment among teachers. Quality of work live include seven factors: fair and adequate compensation, safe and healthy school environment, opportunity to growth and develop, integration in the workplace, social relevance, supervision and participation. While commitment to teaching include five dimensions: identification with teaching subjects, identification with students, involvement in subject teachings, involvement with students, and loyalty to teaching. This research involved 81 respondents who work as teachers in East Jakarta and Depok. This research used quantitative method with the questionnaire as a data collector. This research found that there is no significant correlation between quality of work life and commitment to teaching. Thus it can be concluded that commitment to teaching can not be explained by quality of work life.