

Pemberian program Effective Coaching pada atasan untuk meningkatkan Perceived Organizational Support dan komitmen organisasi karyawan (studi pada SBU H PT. X) = Implementation effective coaching program for supervisor to enhance employee's perceived organizational support and organizational commitment (study at SBU H PT. X)

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Abstrak

Penelitian ini dilakukan untuk melihat efektivitas pemberian program effective coaching pada atasan untuk meningkatkan perceived organizational support dan komitmen organisasi karyawan SBU H PT. X.

Penelitian ini menggunakan tipe penelitian action research dengan jumlah partisipan penelitian sebanyak 12 orang karyawan SBU H PT.X. Alat ukur yang digunakan dalam penelitian ini adalah Survey of Perceived Organizational Support yang dikembangkan oleh Eisenberger (1986) yang berjumlah 36 item dan alat ukur Komitmen Organisasi yang dikembangkan oleh Meyer dan Allen (1997) yang berjumlah 36 item.

Peneliti menggunakan teknik korelasi Spearman Rho untuk mengetahui hubungan antara perceived organizational support dan komitmen organisasi dan uji Wilcoxon Signed-Rank Test untuk melihat peningkatan skor kedua variabel tersebut setelah pemberian intervensi berupa program effective coaching. Hasil penelitian menunjukkan adanya hubungan yang signifikan antara POS dan Komitmen Organisasi, dengan koefisien korelasi sebesar 0.880 dan signifikansi 0.000 ($p < 0.001$). Selain itu juga terdapat peningkatan skor perceived organizational support setelah pemberian intervensi akan tetapi tidak terdapat peningkatan skor komitmen organisasi setelah pemberian intervensi.

This research was conducted to examine the effectiveness of Effective Coaching Program for Supervisor to enhance employee's perceived organizational support and organizational commitment at SBU H PT. X. This research used action research studies with 12 participants who works in SBU H PT. X. Tools used in this research were Survey of Perceived Organizational Support by Eisenberger (1986) with 36 items, and Organizational Commitment Questionnaire that developed from Allen & Meyer (1997) with 36 items. The Researcher using the Spearman Rho correlation technique to determine the relationship between perceived organizational support and organizational commitment and the Wilcoxon Signed-Rank Test to see an increase in score of the two variables after the intervention of effective coaching program.

The results showed a significant relationship between POS and Organizational Commitment by all participants in this study with coefficient correlation of 0.880 and significance 0.000 ($p < 0.001$). In addition, there is also an increase in perceived organizational support scores after the intervention but there is no increase in organizational commitment scores after the intervention.