

Hubungan antara job characteristic dengan organizational commitment pada team assistant atau admin staff di PT Pertamina Hulu Energi ONWJ = Relationship between job characteristics and organizational commitment on team assistant or admin staff at PT. Pertamina Hulu Energi ONWJ

Siska Nirmala Putri, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20314665&lokasi=lokal>

Abstrak

Penelitian ini menjelaskan hubungan antara Job Characteristic dan Organizational Commitment. Tujuan dari penelitian ini adalah mengetahui bagaimana hubungan antara job characteristic dengan organizational commitment. Studi kasus penelitian ini dilakukan pada team asisstants atau admin staffs di PT Pertamina Hulu Energi ONWJ (PHE ONWJ). Variabel job characteristics diuji dengan menggunakan 5 dimensi dari Hackman and Oldman. Variabel organizational commitment diuji dengan menggunakan 3 dimensi dari Meyer and Allen. Metode penelitian yang digunakan adalah penelitian kuantitatif, dilakukan dengan membagikan kuisisioner kepada 36 team assistants atau admin staffs di PT PHE ONWJ. Analisis data yang digunakan adalah korelasi Rank Spearman. Hasil yang didapatkan adalah bahwa Job Characteristics memiliki hubungan yang positif atau signifikan dengan Organizational Commitment.

<i>This study explained 2 variables, which are job characteristics and organizational commitment. The aim of this study was to investigate the relationship between job characteristics and organizational commitment. The participants of this study were team assistants or admin staffs working in PT Pertamina Hulu Energi ONWJ (PHE ONWJ). Variables of Job characteristic were assessed using 5 dimensions created by Hackman and Oldham. Variables of Organizational commtiment were assessed using 3 dimensions created by Mayer and Allen. This is a quantitative research,using questionnaires sent to 36 team assistants or admin staffs. The data analysis was made by Rank Spearman Correlation. The result of this study was Job Characteristics had a positive or significance relationship with Organizational Commitment.</i>