

## Hubungan antara Psychological Capital dan komitmen organisasi pada perawat = the Correlation between Psychological Capital and Organizational Commitment among nurses

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### Abstrak

Penelitian ini dilakukan untuk melihat hubungan antara psychological capital dan komitmen organisasi pada perawat. Pengukuran psychological capital menggunakan alat ukur psychological capital questionnaire (Luthans, et al., 2007) dan pengukuran komitmen organisasi menggunakan alat ukur Commitment scale items (Allen dan Meyer, 1990). Partisipan berjumlah 175 orang perawat. Hasil penelitian ini menunjukkan terdapat hubungan positif yang signifikan antara psychological capital dengan komitmen organisasi pada perawat ( $r = 0.149$ ;  $p = 0.050$ , signifikan pada L.o.S 0.05). Artinya, semakin tinggi psychological capital yang dimiliki oleh seseorang, maka semakin tinggi pula komitmen organisasi yang dimiliki orang tersebut. Selain itu, komponen psychological capital yang memiliki sumbangan paling besar, yaitu self-efficacy. Berdasarkan hal tersebut, seorang perawat perlu ditingkatkan psychological capital-nya terutama komponen self-efficacy sebagai salah satu faktor yang meningkatkan komitmen organisasi.

*This research was conducted to find the correlation between psychological capital and organizational commitment among nurses. Psychological Capital was measured using an instrument named psychological capital questionnaire (Luthans, et al., 2007) and organizational commitment was measured using an instrument named commitment scale items (Allen and Meyer, 1990). The participants of this research are 175 nurses. The main results of this research show that psychological capital positively correlated with organizational commitment ( $r = 0.149$ ;  $p = 0.050$ , significant at L.o.S 0.05). which means, the higher psychological capital someone's own, showing the higher organizational commitment. Furthermore, the biggest contribution component of psychological capital toward organizational commitment was self-efficacy. Based on these result nurses need to improve the psychological capital especially self-efficacy, as one of factor that increasing organizational commitment.*