

# Pengaruh kontrak psikologis terhadap komitmen organisasi pada tenaga kerja outsourcing di perusahaan penyedia jasa outsourcing = The impact of psychological contract on organizational commitment of outsourcing employees in outsourcing company

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## Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kontrak psikologis terhadap komitmen organisasi pada tenaga kerja outsourcing di perusahaan penyedia jasa outsourcing. Partisipan dalam penelitian ini berjumlah 119 karyawan outsourcing yang berasal dari satu perusahaan penyedia jasa outsourcing. Hasil penelitian ini menunjukkan bahwa kontrak psikologis memiliki pengaruh yang signifikan terhadap komitmen organisasi maupun terhadap ketiga komponen komitmen organisasi. Dari ketiga komponen komitmen tersebut, kontrak psikologis memiliki pengaruh dan memberikan sumbangan paling besar terhadap komitmen afektif.

Selanjutnya, kontrak transaksional memiliki pengaruh yang signifikan terhadap tingkat komitmen maupun masing-masing komponen komitmen organisasi. Dari kedua tipe kontrak psikologis, kontrak transaksional memberikan sumbangan paling besar dan signifikan terhadap komitmen kontinuans karyawan outsourcing dalam penelitian ini.

*The aim of this research is to know the impact of psychological contract on organizational commitment of outsourcing employees in outsourcing company. The participants of this study are 119 outsourcing employees derived from one outsourcing company. The result of this study indicate that psychological contract has a significant impact on organizational commitment and the three components of organizational commitment, namely affective commitment, continuance, and normative. Among the third component of this commitment, psychological contract has a biggest impact and contribution to affective commitment.*

Furthermore, transactional contract has a significant impact on organizational commitment level and each of components of organizational commitment. Among the two types of psychological contract, transactional contract has a biggest impact and contribution to continuance commitment of outsourcing employees in this study.