

Hubungan antara iklim organisasi dan komitmen organisasi pada pegawai negeri sipil PNS di Kementerian X = The relationship between organizational climate and organizational commitment among government employees in the Ministry of X

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Abstrak

Penelitian ini bertujuan untuk menguji hubungan antara iklim organisasi dengan komitmen organisasi pada pegawai negeri sipil (PNS) di Kementerian X. Peneliti menggunakan Organizational Climate Measure (OCM) untuk mengukur iklim organisasi dan Organizational Commitment Scales (OCS) untuk mengukur keterikatan organisasi. Sampel yang digunakan dalam penelitian ini sejumlah 63 orang.

Gambaran iklim organisasi dan komitmen organisasi di Kementerian X diketahui cukup positif dan tinggi. Hasil penelitian menunjukkan bahwa ada hubungan positif dan signifikan ($r=.496$, $p<0.01$, 2-tailed) antara iklim organisasi dengan komitmen organisasi pada pegawai negeri sipil (PNS) dalam Kementerian X.

.....This research aimed to detect the relationship between organizational climate and organizational commitment among government employees in the Ministry of X. The researcher use Organizational Climate Measure (OCM) to quantify organizational climate and Organizational Commitment Scales (OCS) to measure organizational commitment. Sample that used in this research are 63 people.

Description of organizational climate and organizational commitment in the Ministry of X are known quite positive and high. The result of this research indicate that there is positive and significant relationship ($r=.496$, $p<0.01$, 2-tailed) between organizational climate and organizational commitment in the Ministry of X.