

Pengaruh pengembangan karier terhadap komitmen organisasional pada PT XYZ (Kantor Pusat) = The influence of career development towards organizational commitment at PT XYZ (Head Office)

Dwi Yulianti Adiningsih, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20367565&lokasi=lokal>

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh pengembangan karier terhadap komitmen organisasional pada PT XYZ (Kantor Pusat). Pengembangan karier diukur berdasarkan teori Weng (2010) dan komitmen organisasional diukur menggunakan teori Allen & Meyer (1997). Pendekatan yang digunakan adalah pendekatan kuantitatif dengan metode survey yang menggunakan teknik total sampling, yaitu sebanyak 65 responden pegawai PT XYZ (Kantor Pusat). Analisis kuantitatif dilakukan dengan menggunakan uji regresi sederhana dengan bantuan program aplikasi SPSS versi 21.0. Hasil penelitian menunjukkan bahwa pengembangan karier memiliki pengaruh yang positif dan signifikan terhadap komitmen organisasional pada PT XYZ (Kantor Pusat).

.....

This study aimed to examine the influence of career development towards organizational commitment at PT XYZ (Head Office). Career development is measured based on the theory of Weng (2010) and organizational commitment is measured based on the theory of Allen & Meyer (1997). This study used quantitative approach with survey method that used total sampling technique which held to 65 respondents employee of PT XYZ (Head Office). The data were analyzed by using simple regression method which assisted by application program SPSS version 21.0. The result of this study showed that career growth had a positive and significant impact to organizational commitment at PT XYZ (Head Office).