

# Pengaruh role stressor dan budaya organisasi terhadap komitmen perubahan afektif perawat = Influence of role stressor and organization culture toward nurse s affective commitment to change / Amsal Idola Gintings

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## Abstrak

[<b>ABSTRAK</b><br>

Penelitian ini bertujuan untuk menganalisis pengaruh role stressor dan budaya organisasi terhadap komitmen perubahan afektif perawat RSIA Budhi Jaya, RS Medistra dan RS PMI Bogor dengan metode regresi berganda terhadap 119 perawat. Role stressor diukur dengan instrument yang dikembangkan oleh Rizzo et al. (1970) untuk bagian role ambiguity dan role conflict. Instrumen yang digunakan untuk mengukur role overload dikembangkan oleh Beehr, Walsh dan Taber (1976). Budaya organisasi diukur dengan instrument yang dikembangkan oleh Daniel R. Denison dan Aneil K.Mishra (1995) yang terdiri dari sub variabel involvement, consistency, adaptability, dan mission. Komitmen perubahan afektif diukur oleh instrument yang dikembangkan oleh Herscovitch dan Meyer.

Penelitian ini membuktikan bahwa role conflict memiliki pengaruh signifikan dan langsung terhadap komitmen perubahan afektif perawat RSIA Budhi Jaya, RS Medistra dan RS PMI Bogor sementara consistency memiliki pengaruh tidak langsung terhadap perawat melalui mediasi role conflict.

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<b>ABSTRACT</b><br>

This study is to analyze the influence of role stressor and organizational culture toward nurse?s affective commitment to change in Budhi Jaya mother and child hospital , Medistra hospital and PMI Bogor hospital using multiple regression toward 119 nurse in those three hospital. Role Stressor was measured with instrument that developed by Rizzo et al. (1970) for role ambiguity and role conflict, meanwhile for role overlaod used instrument that developed by Beehr, Walsh and Taber (1976). Organizational culture was measured with an instrument developed by Daniel R. Denison and Aneil K.Mishra which consist as sub-variables such as involvement, consistency, adaptability and mission.

Affective commitment to change was measured with instrument developed by Herscovitch and Meyer (2002). The result has shown role conflit has significant influence toward nurse?s affective commitment to change consistency also has indirect influence toward nurse?s affective commitment to change with role conflict as mediator;This study is to analyze the influence of role stressor and organizational culture toward nurse?s affective commitment to change in Budhi Jaya mother and child hospital , Medistra hospital and PMI Bogor hospital using multiple regression

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