

Keterlibatan Sumber Daya Manusia dalam Organisasi: Studi Pengaruh Kesesuaian Kerja (Job Fit), Iklim Psikologis dan Komitmen Afektif terhadap Keterlibatan Anggota Organisasi di Ditlantas Polda Metro Jaya = The Effect of Job Suitability, Affective Commitment and Psychological Climate on Employee Engagement in The Traffic Directorate of Metro Jaya Regional Police.

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Abstrak

Penelitian ini dilakukan untuk mengkaji keterlibatan sumber daya manusia dalam organisasi, khususnya pengaruh kesesuaian pekerjaan (job fit), komitmen afektif (affective commitment) dan iklim psikologis (psychological climate) terhadap keterlibatan anggota (employee engagement) organisasi pada Ditlantas Polda Metro Jaya. Oleh karena itu penelitian ini ditujukan untuk mengkaji persepsi anggota polisi terhadap variabel kesesuaian pekerjaan (Job fit), komitmen afektif (affective commitment), iklim psikologis (psychological climate) dan keterlibatan anggota polisi di organisasi kepolisian Ditlantas Polda Metro Jaya dan pengaruh kesesuaian pekerjaan (Job Fit), komitmen afektif (Affective Commitment), iklim psikologis (Psychological Climate) terhadap keterlibatan kerja (Work Engagement) anggota polisi di organisasi kepolisian Ditlantas Polda Metro Jaya.

Jumlah sampel dalam penelitian ini adalah Sebanyak 180 orang. Pengumpulan data menggunakan skala Likert dengan 5 tingkatan skala pengukuran. Analisis ini menggunakan metode partial least square (PLS) dengan software smartPLS 3.0. yang digunakan untuk pengukuran model (outer model, pengukuran model struktural (inner model) dan pengujian hipotesis.

Hasil penelitian menunjukkan bahwa keterlibatan anggota memiliki rata-rata 3,88, iklim psikologis memiliki rata-rata sebesar 3,71, dan kesesuaian pekerjaan memiliki rata-rata sebesar 3,66, komitmen afektif memiliki rata-rata sebesar 3,70, yang semuanya memiliki kategori tinggi. Hasil uji perbedaan menyatakan bahwa tidak ada perbedaan yang signifikan pada variable keterlibatan anggota, iklim psikologis, kesesuaian pekerjaan dan komitmen afektif dan semua hasil uji hipotesis penelitian ini diterima.

.....This research was conducted to examine the involvement of human resources in the organization, especially the effect of job suitability, affective commitment and psychological climate on employee engagement in the Traffic Directorate of Metro Jaya Regional Police. Therefore this study is aimed at examining the perception of police members on job suitability variables, affective commitment, psychological climate and the involvement of police members in the Traffic Directorate of Metro Jaya Regional Police organization and the effect of job suitability, affective commitment, psychological climate to the work engagement of police officers in the Jakarta Metropolitan Police organization.

The number of samples in this study were 180 people. Data collection uses a Likert scale with 5 levels of measurement scale. This analysis uses the method of partial least square (PLS) with smartPLS 3.0 software. used for measurement models (outer models), measurement of structural models (inner models) and hypothesis testing.

The results showed that the involvement of members had an average of 3.88, the psychological climate had an average of 3.71, and job suitability had an average of 3.66, affective commitments had an average of

3.70, all of which has a high category. The difference test results stated that there were no significant differences in the variables of member involvement, psychological climate, job suitability and affective commitment and all the results of the hypothesis test of this study were accepted.