

Hubungan antara Persepsi Dukungan Sosial dan Komitmen Organisasi pada Guru Sekolah Dasar di DKI Jakarta = The Relationship between Perceived Social Support and Organizational Commitment in Elementary School Teacher in DKI Jakarta

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Abstrak

Kualitas pendidikan Indonesia akan bergantung dengan kualitas dari para guru. Meski demikian, nyatanya banyak guru yang belum menjalankan tugasnya secara maksimal. Banyak tantangan yang dihadapi para guru seperti karakteristik peserta didik, serta tantangan baru saat pandemi COVID-19. Komitmen organisasi adalah hal yang penting dimiliki oleh guru dalam kondisi ini. Dukungan sosial yang diperoleh dari keluarga, teman, dan significant other dapat membantu guru dalam meningkatkan komitmen organisasi. Penelitian ini bertujuan untuk melihat hubungan antara persepsi dukungan sosial dengan komitmen organisasi pada guru Sekolah Dasar DKI Jakarta. Partisipan penelitian ini adalah guru Sekolah Dasar DKI Jakarta (N=66) dengan rata-rata usia 31 tahun. Persepsi dukungan sosial dan komitmen organisasi pada diukur menggunakan Multidimensional Scale of Social Support dan Organizational Commitment Scale. Hasil analisis Pearson Correlation menunjukkan bahwa persepsi dukungan sosial memiliki hubungan yang positif dan signifikan dengan komitmen organisasi dan ketiga komponennya.

.....The quality of Indonesian education will depend on the quality of the teachers. Even so, in fact many teachers have not carried out their duties to the fullest. There are many challenges faced by teachers such as the characteristics of students, as well as new challenges during the COVID-19 pandemic. Organizational commitment is an important thing for teachers to have in this condition. Social support obtained from family, friends, and significant other could assist teachers in increasing organizational commitment. This study aims to see the relationship between perceived social support and organizational commitment in elementary school teachers in DKI Jakarta. Participants in this study were elementary school teachers from DKI Jakarta (N=66) with an average age of 31 years old. Perceived social support and organizational commitment were measured using the Multidimensional Scale of Social Support and Organizational Commitment Scale. The results of Pearson correlations show that perceived social support has a positive and significant relationship with organizational commitment and all of its components.