

ABSTRAK

Penelitian ini berjudul *Studi Deskriptif Mengenai Model Komitmen Organisasi pada Guru di SMPK "X" Bandung*. Penelitian ini dilakukan untuk memperoleh gambaran mengenai model komitmen organisasi pada guru SMPK "X" Bandung. Ada 3 model komitmen organisasi yaitu *affective commitment*, *continuance commitment*, dan *normative commitment*.

Peneliti mengambil data pada 30 guru SMPK "X" Bandung. Dalam mengambil data, peneliti menggunakan metode populasi sampling. Alat ukur yang digunakan dalam penelitian ini adalah kuesioner komitmen organisasi yang terdiri atas 25 item. Kuesioner ini merupakan alat ukur yang disusun oleh peneliti berdasarkan teori komitmen organisasi dari Meyer and Allen's (1991). Melalui pengolahan data menggunakan program SPSS 17.0 for windows diketahui bahwa validitas alat ukur ini antara 0.302 sampai dengan 0.776 dan reliabilitas alat ukur ini adalah sebesar 0.757.

Hasil penelitian menunjukkan bahwa tinggi rendahnya komitmen organisasi dipengaruhi oleh jenis kelamin, usia, status marital, lama kerja, dan pendidikan terakhir masing-masing guru tersebut.

Peneliti mengajukan saran bagi penelitian selanjutnya, dapat meneliti lebih lanjut mengenai hubungan antara kepuasan kerja yang meliputi penghayatan imbalan, penghayatan terhadap fasilitas, penghayatan tantangan pekerjaan, penghayatan rancangan pekerjaan, penghayatan variasi pekerjaan terhadap model komitmen organisasi.

Hasil penelitian menunjukkan bahwa persentase terbesar ada pada tipe 1 sebesar 46,67%, yaitu : *affective commitment* tinggi, *normative commitment* tinggi, dan *continuance commitment* tinggi. Bagi Kepala Sekolah SMPK 'X' Bandung disarankan untuk lebih memperhatikan ketersediaan fasilitas sarana dan prasarana untuk menunjang pembelajaran seperti internet, alat peraga, dan sebagainya.

ABSTRACT

This research study titled *Descriptive of Organization Commitment of Teachers from Christian Junior High School "X" Bandung*. The study was done in order to obtain the development of organization commitment of teachers from Christian Junior High School "X" Bandung. There are three models of commitment organization which are affective commitment, continuance commitment, and normative commitment.

Researchers took data on 30 teachers of Christian Junior High School "X" Bandung in order to complete this thesis. Those 30 teachers are the whole teachers who work at that school that have various working period. In order to collect the data, researchers use population sampling method. The measurement tool which is used in this research is commitment organization questionnaire that consist of 25 items. This questionnaire is a measurement tool developed by researchers based on the theory of organization commitment of Meyer and Allen's (1991). Through data processing using the program SPSS 17.0 for windows is known that a range of validity ranged from 0.302 to 0.776 while the reliability is equal to 0.757.

The results showed that type of commitment organization teachers of Christian Junior High School "X" Bandung is depend on gender, age, marital status, the lenght of working period, and the last level of education from each teachers of Christian Junior High School "X" Bandung.

Researchers put forward suggestions for further research to choose a topic about correlation between job satisfaction which covered of comprehension of facilities, comprehension of working obstacles, comprehension of working program, and comprehension of working variousity to a development of organization commitment.

Results of the research is shows that type 1 has the biggest percentage, which is 46,67%. The item of type 1 consists of affective commitment high, cormative commitment high, and continuance commitment high. For the headmaster of Christian Junior High School "X" Bandung, the researchers propose suggestions to give more attention to the requirements and the interests of teachers in order to educate the students well, such as availability of tools and infrastructures to conduct teaching-learning activities like internet, visual aid, etc.

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