

ABSTRACT

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THE EFFECT OF ORGANIZATIONAL CLIMATE, PERCEIVED ORGANIZATIONAL SUPPORT, AND SELF-EFFICACY AS A MEDIATOR ON ORGANIZATIONAL COMMITMENT OF TEACHERS AT SEKOLAH XYZ

(xiv + 109 pages; 13 pictures; 22 tables; 14 appendixes)

Organizational commitment is one of the important elements in achieving organizational goals. Therefore, in educational institutions, teacher's commitment in all forms is an important factor in determining the quality of teaching and for achieving the goals of school organizations. The purpose of this study is to analyze the effect of organizational climate, perceived organizational support, and self-efficacy on organizational commitment, and to explore the mediating role of self-efficacy in the relationship between climate, perceived organizational support and teacher's organizational commitment. This becoming the focus of the research because the teacher's organization commitment is a very important key to the quality of teacher's performance and the quality of education as a whole. Data collection was carried out by survey method with a questionnaire to 132 permanent teachers in Sekolah XYZ. This study used a quantitative approach with the PLS-SEM method using SmartPLS software that evaluated the measurement model (outer model) and structural model (inner model). The results showed that organizational climate, perceived organizational support, and self-efficacy have a positive effect on the organizational commitment of Sekolah XYZ teachers.

Keywords: organizational climate, perceived organizational support, self-efficacy, organizational commitment

Reference: 40 (2010 - 2020)

ABSTRAK

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PENGARUH IKLIM ORGANISASI, PERSEPSI DUKUNGAN ORGANISASI, DAN *SELF-EFFICACY* SEBAGAI MEDIATOR TERHADAP KOMITMEN ORGANISASI GURU SEKOLAH XYZ

(xiv + 109 halaman; 13 gambar; 22 tabel; 14 lampiran)

Komitmen organisasi adalah salah satu elemen penting dalam mencapai tujuan organisasi. Oleh karena itu, dalam institusi pendidikan, komitmen guru dalam segala bentuk merupakan faktor penting dalam menentukan kualitas pengajaran dan bagi pencapaian tujuan organisasi sekolah. Tujuan dari penelitian ini adalah untuk menganalisis pengaruh iklim organisasi, persepsi dukungan organisasi, dan *self-efficacy* terhadap komitmen organisasi, dan mengeksplorasi peran mediasi dari *self-efficacy* dalam hubungan antara iklim dan persepsi dukungan organisasi dengan komitmen organisasi guru. Hal ini menjadi fokus penelitian dikarenakan komitmen organisasi guru menjadi kunci yang sangat penting bagi kualitas kerja guru dan kualitas pendidikan secara keseluruhan. Pengumpulan data dilakukan dengan metode survei dengan kuesioner kepada 132 orang guru tetap di Sekolah XYZ. Penelitian ini menggunakan pendekatan kuantitatif dengan metode PLS-SEM dengan bantuan software *SmartPLS* yang mengevaluasi model pengukuran (*outer model*), dan model struktural (*inner model*). Hasil penelitian menunjukkan bahwa iklim organisasi, persepsi dukungan organisasi, dan *self-efficacy* berpengaruh positif terhadap komitmen organisasi guru Sekolah XYZ.

Kata Kunci: iklim organisasi, persepsi dukungan organisasi, *self-efficacy*, komitmen organisasi

Referensi: 40 (2010 – 2020)