

ABSTRACT

Christian Lukas Tanubrata (01669190082)

THE INFLUENCE OF COMMUNICATION, HIRING PRACTICES, TRAINING AND DEVELOPMENT, ON AFFECTIVE COMMITMENT OF TEACHERS AT XYZ MIDDLE AND HIGH SCHOOL IN TANGERANG
(xvi + 116 pages; 9 figures; 17 tables; 6 appendices)

In undergoing the teaching and learning process, every teacher needs to have an inner encouragement to carry out teaching and learning activities that are useful for maximizing the objectives of the teaching held by the school. Internal encouragement in carrying out teaching and learning activities shows the affective commitment that each teacher has in carrying out their duties. Various things such as communication, hiring practices, and training and development have an influence on the affective commitment of each teaching staff. This research was conducted on 23 teaching staff at XYZ Middle and High School in Tangerang. Data processing was performed using quantitative SmartPLS. Through the research conducted, the results obtained show that communication has a positive effect on affective commitment, hiring practices have a positive effect on affective commitment, and training and development has a positive effect on affective commitment.

Key Words: affective commitment, communication, hiring practices, training and development

Reference: 40 (2011 – 2020)

ABSTRAK

Christian LukasTanubrata (01669190082)

PENGARUH KOMUNIKASI, *HIRING PRACTICES*, *TRAINING & DEVELOPMENT*, TERHADAP *AFFECTIVE COMMITMENT* GURU DI SEKOLAH XYZ TANGERANG

(xvi + 116 halaman: 9 gambar; 17 tabel; 6 lampiran)

Dalam menjalani proses belajar mengajar, setiap guru perlu memiliki dorongan dari dalam diri untuk melakukan aktifitas belajar mengajar yang berguna untuk memaksimalkan tujuan pengajaran yang diadakan sekolah. Dorongan yang dari dalam ketika melakukan aktifitas belajar – mengajar menunjukkan *affective commitment* yang dimiliki oleh masing – masing guru dalam menjalankan tugasnya. Berbagai hal seperti komunikasi, *hiring practices*, dan *training and development* memiliki pengaruh terhadap *affective commitment* masing - masing staf pengajar. Penelitian ini dilakukan terhadap 23 orang staf pengajar di Sekolah SMP dan SMA XYZ di Tangerang. Pengolahan data dilakukan dengan menggunakan *SmartPLS* secara kuantitatif. Melalui penelitian yang dilakukan, hasil yang diperoleh memperlihatkan bahwa komunikasi memiliki pengaruh positif terhadap *affective commitment*, *hiring practices* memiliki pengaruh positif terhadap *affective commitment*, dan *training and development* memiliki pengaruh positif terhadap *affective commitment*.

Kata kunci: komitmen afektif, komunikasi, *hiring practices*, pelatihan dan pengembangan

Referensi: 40 (2011 - 2020)