

ABSTRACT

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THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT AND JOB SATISFACTION ON TEACHERS' ORGANIZATIONAL COMMITMENT AT XYZ JAKARTA PRIMARY SCHOOL

(xiv + 88 pages: 17 figures; 20 tables; 10 appendixes)

Organizational commitment is defined as the desire of employees to be involved in the organization, show loyalty to the organization, and always try to show the best performance to realize organizational goals. The commitment of teachers is shown when they teach their students with responsibility so that students complete their learning successfully and show their care to the students. The purpose of this research is to determine the effect of perceived organizational support and job satisfaction on teachers' organizational commitment in one primary school in Jakarta. Data collection was carried out by distributing questionnaires to 178 teachers. This research was a research with a quantitative approach that uses a regression test for hypothesis testing. The results showed that perceived organizational support had a positive and significant effect on organizational commitment. Perceived organizational support has a positive and significant effect on job satisfaction. Job satisfaction has a positive and significant effect on organizational commitment.

Keyword: organizational commitment, perceived organizational support, job satisfaction

References: 41 (2005-2020)

ABSTRAK

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PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN KEPUASAN KERJA TERHADAP KOMITMEN ORGANISASI GURU DI SEKOLAH DASAR XYZ JAKARTA

(xiv + 88 halaman: 17 gambar; 20 tabel; 10 lampiran)

Komitmen organisasi didefinisikan sebagai kehendak karyawan untuk terlibat dan berada dalam organisasi, menunjukkan kesetiaannya terhadap organisasi, serta selalu berusaha menampilkan yang terbaik dalam pekerjaannya guna mewujudkan tujuan organisasi. Komitmen seorang guru ditunjukkan ketika ia mengajar dengan penuh tanggung jawab agar peserta didiknya berhasil menuntaskan pembelajaran, serta memberikan perhatian kepada peserta didiknya. Tujuan dari penelitian ini adalah untuk mengetahui adanya pengaruh *perceived organizational support* dan kepuasan kerja terhadap komitmen organisasi guru di sebuah sekolah dasar di Jakarta. Pengumpulan data dilakukan dengan menyebarkan kuesioner ke 178 guru. Penelitian ini merupakan penelitian dengan pendekatan kuantitatif yang menggunakan uji regresi untuk pengujian hipotesis. Hasil penelitian menunjukkan bahwa *perceived organizational support* berpengaruh positif dan signifikan terhadap komitmen organisasi. *Perceived organizational support* berpengaruh positif dan signifikan terhadap kepuasan kerja. Kepuasan kerja berpengaruh positif dan signifikan terhadap komitmen organisasi.

Kata kunci: komitmen organisasi, *perceived organizational support*, kepuasan kerja
Referensi: 41 (2005-2020)