

ABSTRAK

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FAKTOR-FAKTOR YANG MEMPENGARUHI ORGANIZATIONAL COMMITMENT DOKTER UMUM DI KABUPATEN XYZ PROVINSI JAWA TIMUR

(xv + 112 halaman; 10 gambar; 35 tabel; 4 lampiran)

Penelitian ini dilakukan untuk mengidentifikasi faktor-faktor yang memengaruhi *Organizational Commitment*. Studi dilakukan di tiga kabupaten di Provinsi Jawa Timur dengan melibatkan 153 responden, menggunakan kuesioner berisi 30 pertanyaan dengan Skala Likert 1-5 sebagai alat pengumpulan data. *Non-probability purposive sampling* merupakan teknik sampling yang digunakan dalam penelitian ini. Analisis data dilakukan menggunakan *Partial Least Square-Structural Equation Modeling*. Hasil menunjukkan bahwa *Autonomy*, *Work-life Conflict*, dan *Co-worker Support* berpengaruh positif terhadap *Meaningful Work*, sementara *Meaningful Work* dan *Work Engagement* secara langsung memengaruhi *Organizational Commitment*. Berdasarkan analisis IPMA, *Meaningful Work* dan *Work Engagement* yang bernilai tinggi perlu dipertahankan. Oleh karena itu, manajemen disarankan menciptakan lingkungan kerja yang nyaman, menyediakan fasilitas memadai, serta mengadakan kegiatan seperti *outbound* untuk menjaga semangat kerja. Namun, penelitian ini memiliki keterbatasan, yakni penggunaan metode *non-probability purposive sampling* yang membatasi generalisasi, relevansi prediktif model sebesar 0,279 yang masih tergolong sedang, dan perbedaan hasil antarsegmen yang menunjukkan adanya *unobserved heterogeneity*.

Referensi: 77 (1982-2024)

Kata Kunci: *Organizational Commitment*, *Autonomy*, *Co-worker Support*, *Meaningful Work*, *Work Engagement*, *Work-life Conflict*

ABSTRACT

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FACTORS INFLUENCING THE ORGANIZATIONAL COMMITMENT OF GENERAL PRACTITIONERS IN XYZ REGENCY, EAST JAVA PROVINCE
(xv + 112 pages; 10 figures; 35 tables; 4 appendixes)

This study was conducted to identify the factors influencing Organizational Commitment. The research was carried out in three regencies in East Java Province, involving 153 respondents. Data were collected using a questionnaire comprising 30 questions measured on a 5-point Likert scale. This study uses non-probability purposive sampling. Data analysis was performed using Partial Least Square-Structural Equation Modeling. The findings indicate that Autonomy, Work-life Conflict, and Co-worker Support have a positive effect on Meaningful Work, while Meaningful Work and Work Engagement directly influence Organizational Commitment. Based on IPMA analysis, the high values of Meaningful Work and Work Engagement need to be maintained. Therefore, it is recommended that management create a comfortable work environment, provide adequate facilities, and organize activities such as outbound programs to sustain employees' enthusiasm. However, this study has several limitations, including the use of non-probability purposive sampling, which limits generalizability, a predictive relevance of the model at 0.279 categorized as medium, and differences in results between segments indicating the presence of unobserved heterogeneity.

Reference : 77 (1982-2024)

Key Words : *Organizational Commitment, Autonomy, Co-worker Support, Meaningful Work, Work Engagement, Work-life Conflict*