

Emotional Intelligence, Work Engagement, and Organizational Commitment of Indonesian Army Personnel

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The aim of this study was to empirically test the relationship between emotional intelligence, work engagement, and organizational commitment Indonesian Army personnels. A quantitative research method was used, utilizing scales of organizational commitment, emotional intelligence, and work engagement. Indonesian Army personnels of KOREM XX, KODIM YY, and KODIM ZZ were the population of this study. Data analysis using regression techniques revealed an R value of .482 ($p < .001$). This showed a significant relationship between emotional intelligence, work engagement, and organizational commitment. In addition, partial correlation analysis showed a significant relationship between work engagement and organizational commitment ($r = .447$ and $p < .001$), but there was no significant relationship between emotional intelligence and organizational commitment ($r = .129$ and $p > .05$). Effective contribution of work engagement on organizational commitment of the Indonesian Army personnel was 23.2%.

Keywords: organizational commitment, emotional intelligence, work engagement, army personnel

Tujuan penelitian ini adalah menguji secara empiris hubungan kecerdasan emosi dan keterikatan kerja, dan komitmen organisasi TNI AD melalui pendekatan kuantitatif menggunakan skala komitmen organisasi, skala kecerdasan emosi, dan skala keterikatan kerja. Populasi adalah para personel TNI AD yang bertugas di KOREM XX, KODIM YY, dan KODIM ZZ. Analisis data dengan teknik regresi, menghasilkan nilai $R = .482$ dengan $p < .001$. Hal ini menunjukkan bahwa terdapat hubungan yang sangat signifikan antara kecerdasan emosi, keterikatan kerja, dan komitmen organisasi. Hasil analisis korelasi parsial menunjukkan adanya hubungan yang sangat signifikan antara keterikatan kerja dan komitmen organisasi ($r = .447$ dan $p < .001$), namun tidak ada hubungan yang signifikan antara kecerdasan emosi dan komitmen organisasi ($r = .129$ dan $p > .05$). Sumbangan efektif keterikatan kerja terhadap komitmen organisasi personel TNI AD adalah sebesar 23.2%.

Kata kunci: komitmen organisasi, kecerdasan emosi, keterikatan kerja, personel angkatan darat

National defence is a core element of the existence of a nation. Based on Undang-Undang (Law) No. 34, 2004, it was stated that TNI (Indonesian Military Forces) has a major role in its function to defend the country as well as to carry out national duties and political decisions. TNI as means of national defense functions as a resistance to any form of military and weaponized threats from outside and within the country. The main task of TNI is to up-

hold the sovereignty of the nation, preserve the integrity of the Republic of Indonesia based on Pancasila and Undang-Undang Dasar Negara Republik Indonesia 1945 (Indonesian Constitution), and protect the nation and its citizens from threats and disruptions. Such task is divided into two, which are war-related military operations and non-war-related military operations.

Non-war military operations include activities such as addressing armed separatist movements, armed revolts, acts of terror, securing border regions, securing strategic vital national objects, carrying out actions for world peace according to foreign policies,

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