

Organizational Commitment, Employee Personality Types, and Work Stress

Aulia

Faculty of Psychology
Universitas Putra Indonesia "YPTK" Padang

This study aimed to test the relationship between personality types and work stress on employees and, organizational commitment. This study is a replication of a previous research to review and analyze the existing theory or concept. Research subjects were 59 permanent employees of a private company in Padang. Tests using the regression analysis technique resulted in $F = 45.398$ with a significance score of $p = .000$ ($p < .001$) and $R = .786$, also $R^2 = .619$ with a significance score of $p = .000$ ($p < .001$), meaning that employee personality types and work stress had a very significant relationship with organizational commitment. The partial correlation analysis results showed that the personality type with organizational commitment did not have a significant relationship ($r = .013$; $p = .922$; $p > .05$), while work stress had a significant relationship with organization commitment ($r = .754$; $p = .000$; $p < .001$) effectively at 61.9%.

Keywords: organizational commitment, personality types, work stress

Tujuan studi ini adalah menguji secara empiris hubungan antara tipe kepribadian dan stres kerja karyawan dan, komitmen organisasi. Studi ini merupakan replikasi penelitian terdahulu untuk mengaji dan menganalisis teori/konsep sebelumnya. Subjek adalah 59 karyawan tetap suatu perusahaan swasta di Padang. Uji dengan teknik analisis regresi berganda menunjukkan nilai $F = 45.398$ dengan taraf sigifikansi $p = .000$ ($p < .001$), dan nilai $R = .786$, serta $R^2 = .619$ dengan taraf sigifikansi $p = .000$ ($p < .001$). Hasil itu menunjukkan bahwa tipe kepribadian dan stres kerja karyawan memiliki hubungan yang sangat signifikan dengan komitmen organisasi. Analisis korelasi parsial menunjukkan tipe kepribadian karyawan dan komitmen organisasi (r_{xy}) tidak memiliki hubungan yang signifikan dengan nilai $r = .013$ dan $p = .922$ ($p > .05$), sedangkan stress kerja karyawan dan komitmen organisasi (r_{xy}) memiliki hubungan yang sangat signifikan dengan nilai $r = .754$ dan $p = .000$ ($p < .001$), dan sumbangan efektif variabel stres kerja terhadap komitmen organisasi adalah sebesar 61.9%.

Kata kunci: komitmen organisasi, tipe kepribadian, stres kerja

Employees are valuable and beneficial assets for organizations. Therefore, organizations have the responsibility to care about the employees' need, in other words, without the support of employees with sufficient quality and high commitment to survive in a world full of competition, organizations will have difficulties in their development.

Organizational commitment reflects how deep the involvement of employees in the organization is in where they work, or in other words, how far employees identify themselves with the organization and be committed to

the goals of the organization (Kreitner & Kinicki, 2004). Syafrizaldi (2011) explained that an employee's commitment to the organization is a dimension of behavior used to measure and evaluate the employee's strength in surviving and doing tasks and responsibilities to the organization. This was related with the sincerity in having good contribution to the organization so that the organization goal could be achieved.

Mowday, Porter, & Steers (1982) defined organizational commitment as the relative strength of an individual's identification and involvement in a particular organization. This definition showed that organizational commitment did not only have the meaning as a passive loyalty, but also involving an active relationship and the employee's desire in contributing to the

Correspondence concerning this article should be addressed to Aulia Zen, Faculty of Psychology, Universitas Putra Indonesia "YPTK" Padang, Jalan Raya Lubuk Begalung Padang, Sumatera Barat. E-mail: auliazzenlovelmail@gmail.com