

Komitmen Karyawan Di Yayasan Rombong Sedekah Jombang

ABSTRAKSI

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Komitmen karyawan adalah upaya yang dilakukan individu atau aktivitas karyawan di organisasi yang berperilaku berdasarkan pencapaian diri sendiri dengan pencapaian organisasi yang membentuk kesatuan dan saling berhubungan terhadap aturan, norma, nilai-nilai keterpihakan karyawan mementingkan organisasi sehingga adanya alasan tetap bertahan di Yayasan Rombong Sedekah.

Penelitian ini bertujuan untuk mengetahui alasan karyawan komitmen bekerja di Yayasan Rombong Sedekah. Rancangan penelitian ini yaitu fenomenologi yang bertujuan untuk menemukan makna dari hal-hal mendasar dan esensial dari fenomena, realitas, berdasarkan pengalaman informan. Informan dalam penelitian ini adalah karyawan yang sudah bekerja di Yayasan Rombong Sedekah lebih dari dua tahun, karyawan tetap, berjumlah tiga orang di bagian divisi hijau, divisi putih dan divisi administrasi. Metode penelitian ini dilakukan dengan pendekatan kualitatif dengan sumber data wawancara informan purposive sampling, teknik pengumpulan data wawancara informan bebas terpimpin, teknik analisis data triangulasi

Berdasarkan analisis data dapat disimpulkan bahwa karyawan cenderung terhadap aspek komitmen normatif dan komitmen berkelanjutan dengan alasan diantaranya aspek komitmen normatif berupa segi materi dan non materi, aspek komitmen berkelanjutan berupa kerugian bila meninggalkan organisasi dan karyawan membutuhkan organisasi.

Kata Kunci: Komitmen, Aspek komitmen Afektif, Aspek Komitmen Normatif, Aspek Komitmen Keberlanjutan

Commitment of Employees In Yayasan Rombong Sedekah Jombang

ABSTRACTION

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Employee commitment is an effort made by individuals or employee activities in an organization that behave based on their own achievements with organizational achievements that form a unity and are interconnected with the rules, norms, values of employee alignments with the organization so that there is a reason to remain at the Yayasan Rombing Sedekah.

This study aims to determine the reasons for the commitment of employees to work at the Yayasan Rombong Sedekah. The design of this research is phenomenology which aims to find the meaning of the basic and essential things of the phenomenon, reality, based on the experiences of the informants. The informants in this study are employees who have worked at the Yayasan Rombong Sedekah for more than two years, permanent employees, totaling three people in the green division, the white division and the administration division. This research method was carried out with a qualitative approach with purposive sampling informant interview data sources, independent guided informant interview data collection techniques, triangulation data analysis techniques.

Based on the data analysis, it can be concluded that employees tend to the aspects of normative commitment and ongoing commitment, with reasons including normative commitment aspects in the form of material and non-material aspects, aspects of sustainability commitment in the form of losses when leaving the organization and employees needing the organization.

Keywords: Commitment, Affective Commitment Aspect, Normative Commitment Aspect, Sustainability Commitment Aspect