

HUBUNGAN ANTARA KOMITMEN ORGANISASI DENGAN DISIPLIN KERJA GURU SMP NEGERI DI KECAMATAN PULOGADUNG JAKARTA TIMUR

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara komitmen organisasi dengan disiplin kerja guru SMP Negeri di Kecamatan Pulogadung Jakarta Timur. Pendekatan yang digunakan adalah penelitian kuantitatif dengan dua variabel, yaitu komitmen organisasi (X) sebagai variabel bebas dan disiplin kerja (Y) sebagai variabel terikat. Metode penelitian yang digunakan adalah metode survey dengan studi korelasional. Sampel penelitian ini adalah sebanyak 61 orang guru. Teknik pengambilan sampel yang digunakan adalah *simple random sampling* dengan menggunakan rumus *Slovin* dan pengumpulan data menggunakan kuesioner.

Berdasarkan hasil analisis data yang telah dilakukan diperoleh nilai koefisien korelasi *product moment* yang diperoleh nilai r sebesar 0,5889 serta dari hasil pengujian hipotesis uji t diperoleh nilai $t_{hitung} = 5,360 > t_{tabel} = 1,671$, dengan demikian, dapat dikatakan bahwa H_0 ditolak dan terima H_a . Dari koefisien determinasi komitmen organisasi memberikan kontribusi sebesar 34,68% terhadap disiplin kerja guru SMP Negeri di Kecamatan Pulogadung Jakarta Timur. Hasil penelitian dapat disimpulkan bahwa terdapat hubungan positif antara komitmen organisasi dengan disiplin kerja guru SMP Negeri di Kecamatan Pulogadung Jakarta Timur.

Kata Kunci : Komitmen Organisasi, Disiplin Kerja

**RELATIONSHIP BETWEEN THE ORGANIZATION
COMMITMENT WITH WORK DISCIPLINE OF TEACHER
JUNIOR HIGH SCHOOL THE DISTRICT PULOGADUNG
JAKARTA TIMUR**

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ABSTRACT

This research aims to determine the relationship between organizational commitment and work discipline of teachers junior high school in Pulogadung, East Jakarta. The research uses quantitative with two variables that is, organizational commitment (X) as the independent variable and work discipline (Y) as the dependent variable. The research method used is a survey method with correlational study. Samples were as many as 61 teachers. The sampling technique used was simple random sampling by formula Slovin and data collectin using a questionnaire.

Based on the results of data analysis that has been obtained, the product moment correlation coefficient with r value of 0.5889 and from the results of t test hypothesis testing obtained t value = 5.360 > t table = 1.671, thus, it can be said that H_0 is rejected and H_a accepted. From the coefficient of determination the organizational commitment contributed 34,68% to the work discipline of state junior high school teachers in Pulogadung, East Jakarta. The results of the study can be concluded that there is a positive relationship between organizational commitment and work discipline of state junior high school teachers in Pulogadung District, East Jakarta.

Keywords: Organizational Commitment, Work Discipline