

PENGARUH STRES TERHADAP KOMITMEN ORGANISASI PADA PEGAWAI HONORER TATA USAHA SMA NEGERI DI JAKARTA PUSAT

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ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh stres terhadap komitmen organisasi. Penelitian ini menggunakan metode penelitian kuantitatif dengan penelitian survey. Teknik pengambilan sampel yang digunakan adalah teknik sampling kuota. Pengumpulan data menggunakan skala stres yang diadaptasi dari Nasrullah dan skala komitmen organisasi diadaptasi dari Permana. Sampel penelitian ini adalah 63 responden yaitu pegawai honorer tata usaha SMA Negeri di Jakarta Pusat. Analisis statistik yang digunakan untuk menguji hipotesis adalah analisis regresi linier dengan menggunakan program SPSS versi 22.00. Pengaruh yang dihasilkan bersifat negatif, artinya semakin rendah tingkat stres pegawai honorer maka semakin tinggi pula komitmen organisasi pegawai honorer dan sebaliknya. Besar nilai pengaruh (*Adjusted R Square*) variabel stres terhadap komitmen organisasi adalah 0.453 (45%). Hal ini berarti terdapat pengaruh signifikan stres terhadap komitmen organisasi pada pegawai honorer tata usaha SMA Negeri di Jakarta Pusat.

Kata Kunci : Stres, Komitmen Organisasi

**INFLUENCE OF STRESS TO THE COMMITMENT OF ORGANIZATION OF THE
EMPLOYEE OF ADMINISTRATION OF STATE SENIOR HIGH SCHOOL IN
CENTRAL JAKARTA**

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ABSTRACT

This study was conducted to determine the effect of stress on organizational commitment. This study uses a quantitative research with survey research. The sampling technique used was quota sampling technique. This research was done in order to use stress scale that was adapted from Nasrullah and scale of organization commitment that was adapted from Permana. This research uses quantitative research method by survey research. Sample taken technique that was used is quota sampling technique. Statistical analysis that was used in order to test the hypothesis is linear regression analysis by using SPSS program version of 22,00. The influence that was created has negative characteristic, it means more lower of stress level of honorarium employee so more higher also about commitment of organization for honorarium employee and vice versa. The amount of value of influence (adjusted R square) variable of stress to the commitment of organization is 0,453 (45%). This matter means there is an influence of stress significant to the commitment of organization for honorarium of employee for administration of State Senior High School in Jakarta pusat

Keywords : Stress, Commitment of organization