

**HUBUNGAN ANTARA PERCEIVED ORGANIZATIONAL SUPPORT
(POS) DENGAN KOMITMEN ORGANISASI GURU SD NEGERI
KECAMATAN CENGKARENG JAKARTA BARAT**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara *Perceived Organizational Support (POS)* dengan Komitmen Organisasi Guru SD Negeri Kecamatan Cengkareng Jakarta Barat. Penelitian ini merupakan penelitian kuantitatif dengan 2 variabel didalamnya yaitu: (X) *Perceived Organizational Support (POS)* sebagai variabel bebas dan (Y) Komitmen Organisasi sebagai variabel terikat.

Metode penelitian yang digunakan adalah metode survey dengan studi korelasional dan pendekatan kuantitatif. Sampel penelitian ini adalah sebanyak 85 orang guru. Pengambilan sampel secara acak menggunakan *simple random sampling* dengan rumus Slovin dan pengumpulan data menggunakan instrumen berupa angket.

Berdasarkan hasil uji hipotesis, diperoleh t_{hitung} sebesar 3,725 yang berarti lebih besar dari t_{tabel} 1.988. Maka, hipotesis alternatif (H_a) dinyatakan diterima secara positif. Berdasarkan koefisien determinasi, *Perceived Organizational Support (POS)* memberikan kontribusi sebesar 14,32% terhadap Komitmen Organisasi guru SD Negeri Kecamatan Cengkareng Jakarta Barat. Berdasarkan hasil penelitian diketahui bahwa semakin tinggi *perceived organizational support (POS)*, maka semakin baik pula komitmen organisasi guru SD Negeri Kecamatan Cengkareng Jakarta Barat.

Kata Kunci : Perceived Organizational Support (POS), Komitmen Organisasi

**THE RELATIONSHIPS BETWEEN PERCEIVED ORGANIZATIONAL
SUPPORT WITH ORGANIZATIONAL COMMITMENT OF THE
TEACHER' STATE AT A ELEMENTARY SCHOOL IN PULOGADUNG
WEST JAKARTA**

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ABSTRACT

This study aims to know whether there is a relationship between self efficacy with performance of the teacher at the state elementary schools in Cengkareng, West Jakarta. This research is quantitative with two variables therein, namely: (X) Perceived Organizational Support as independent variables and (Y) Organizational Commitment as the dependent variable.

The method used is survey method with the correlational studies and quantitative approaches. The samples were as many as 85 teacher. Sampling using simple random sampling by the Slovin Formula and data collection using questionnaires as the research instrument.

From the results of hypothesis testing, obtained t-test equal to 3,725, which means bigger than t_{table} of 1.988. Thus, the alternative hypothesis (H_a) are accepted positively. By the coefficient of determination, perceived organizational support contributed 14,32% to teachers' organizational commitment in Cengkareng, West Jakarta. Based on the results of the research, it is known that higher self-efficacy, the better level of teacher performance in Cengkareng of West Jakarta.

Keywords: Perceived Organizational Support (POS), Organizational Commitment