

ABSTRAK

RAMOS ARUAN, 8105123312. *Pengaruh Person Organization Fit terhadap Komitmen Organisasi pada Perawat di RS. Antam Medika Jakarta Timur*. Skripsi, Jakarta: Program Studi Pendidikan Ekonomi, Fakultas Ekonomi, Universitas Negeri Jakarta 2016.

Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh antara *person organization fit* dengan komitmen organisasi pada perawat di RS. Antam Medika Jakarta Timur. Tempat penelitian dilakukan di RS. Antam Medika yang beralamat di Jl. Raya Pemuda No.1A, Pulo Gadung, dimulai dari bulan maret sampai juni 2016. Penelitian ini menggunakan metode penelitian ini adalah metode survey dengan pendekatan korelasional. populasi dalam sampel ini berjumlah 149 perawat. Sedangkan sampel yang diambil sebanyak 105 perawat. Penentuan sampel yang digunakan dalam penelitian ini menggunakan teknik *simple random sampling* (acak sederhana). Data *person organization fit* diambil melalui pengisian kuesioner sebanyak 17 butir dan data komitmen organisasi diambil melalui pengisian kuesioner sebanyak 29 butir dengan penggunaan skala likert.

Teknik analisis data menggunakan persamaan regresi dengan persamaan $\hat{Y} = 38,936 + 1,064 X$. Berdasarkan uji normalitas didapat $L_{hitung} (L_o) < L_{tabel} (L_t)$ yakni $L_o = 0,056$ dan $L_t = 0,0864$. Dengan perhitungan tersebut maka data telah berdistribusi normal. Uji linieritas regresi menghasilkan $F_{hitung} < F_{tabel}$ yang artinya H_o diterima yang artinya data tersebut mempunyai persamaan regresi yang linier yakni $F_{hitung} (-2,74) < F_{tabel} 1,45$. Pada uji keberartian regresi didapat hasil $99,08 > F_{tabel} 3,96$ hal ini menyatakan bahwa persamaan regresi adalah berarti atau signifikan. Uji koefisien korelasi antara *person organization fit* dengan komitmen organisasi diperoleh $r_{hitung} (r_{xy}) = 0,700$. Ini menunjukkan $r_{xy} > 0$ sehingga dapat disimpulkan bahwa terdapat pengaruh yang positif antara *person organization fit* dengan komitmen organisasi. uji keberartian koefisien korelasi, diperoleh t_{hitung} sebesar 9,95 dan $t_{tabel} 1,65$ karena $t_{hitung} > t_{tabel}$, maka disimpulkan terdapat pengaruh yang signifikan antara *person organization fit* dengan komitmen organisasi. Pada uji koefisien determinasi hasil perhitungan diperoleh r_{xy} sebesar $0,700^2 = 0,4903$. Hasil perhitungan tersebut, dapat disimpulkan Dari hasil perhitungan tersebut, dapat disimpulkan bahwa *person organization fit* (X) memiliki pengaruh terhadap komitmen organisasi (Y). Sebesar 49,03% dan sisanya dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini. Sehingga dapat disimpulkan bahwa terdapat pengaruh yang positif dan signifikan *person organization fit* terhadap komitmen organisasi

ABSTRACT

RAMOS Aruan, 8105123312. Effect Person Organization Fit on Organizational Commitment in Nursing at the hospital. Antam Medika East Jakarta. Thesis, Jakarta: Economic Education Studies Program, Faculty of Economics, State University of Jakarta in 2016.

This study aimed to determine whether there is influence between the person organization fit with the organization's commitment to nurses in hospitals. Antam Medika East Jakarta. Place of research conducted at the hospital. Antam Medika is located at Jl. Raya Pemuda No.1A, Pulo Gadung, starting from March until June 2016. This study uses this research is survey method with the correlational approach. population in this sample amounted to 149 nurses. While the samples was 105 nurses. The samples used in this study using simple random sampling (simple random). Data retrieved through the person organization fit as many as 17 item questionnaire data and organizational commitment taken through a total of 29 item questionnaire with Likert scale use.

Data were analyzed using a regression equation with the equation $Y = 38.936 + 1.064 X$. Based on tests of normality obtained $L_{hitung} (Lo) < L_{tabel}$ (Lt ie $Lo = 0.056$ and $Lt = 0.0864$. With these calculations, the data had normal distribution. Regression linearity test produces $F_{hitung} < F_{tabel}$ which means that H_0 is accepted, which means that data having the linear regression equation of $F(-2.74) < F_{tabel} 1.45$. On the significance of test results obtained regression $99.08 > 3.96 F_{tabel}$ it is stated that the regression equation is meaningful or significant. Correlation coefficient between the person organization fit and organizational commitment obtained $r_{hitung} (r_{xy}) = 0,700$. It shows $r_{xy} > 0$ so that it can be concluded that there is a positive influence between the person organization fit and organizational commitment. significance test of correlation coefficient, obtained t of 9.95 and 1.65 for $t_{hitung} t_{tabel} > t_{table}$, then concluded a significant difference between the person organization fit and organizational commitment. In the test determination coefficient r_{xy} calculation results obtained by $0.7002 = 0.4903$. the results of these calculations, it can be concluded From the results of these calculations, we can conclude that the person organization fit (X) has an influence on organizational commitment (Y). 49,03% and the rest influenced by other factors not examined in this study. It can be concluded that there is a positive and significant influence person organization fit to organizational commitment