

ABSTRAK

Zakie Wahidotomo, 8106131021, Hubungan Kepuasan Kerja dan Komitmen Organisasi dengan Keinginan Pindah Guru Studi Kasus pada SMP Negeri di Kecamatan Pantai Labu Kabupaten Deli Serdang. Thesis. Pascasarjana. State University of Medan, 2013.

Penelitian ini bertujuan untuk mengetahui hubungan kepuasan kerja dan komitmen organisasi dengan keinginan pindah guru SMP di Kecamatan Pantai Labu Kabupaten Deli Serdang. Penelitian ini menggunakan statistik korelasional dengan responden sebanyak 84 guru SMP Negeri di Kecamatan Pantai Labu Kabupaten Deli Serdang. Pengumpulan data kepuasan kerja, komitmen organisasi dan keinginan pindah guru diperoleh melalui kuesioner.

Data dianalisis dengan menggunakan teknik korelasi sederhana, regresi korelasi ganda dan korelasi parsial. Hasil temuan penelitian adalah terdapat hubungan yang signifikan antara: (1) kepuasan kerja dengan keinginan pindah guru dengan r_{y_1} sebesar 0,705 dengan persamaan regresi $Y=27,734 + 0,46X_1$, (2) komitmen organisasi dengan keinginan pindah guru dengan r_{y_2} sebesar 0,683 persamaan regresi $Y=15,499 + 0,621X_2$ dan (3) kepuasan kerja dan komitmen organisasi secara bersama-sama dengan keinginan pindah dengan $r_{y_{12}}$ sebesar 0,7573 dengan regresi $Y=49,325+0,296X_1 + 0,344X_2$

Besarnya korelasi parsial antara kepuasan kerja (X_1) dengan Keinginan Pindah Guru (Y) bila komitmen organisasi (X_2) dianggap konstan adalah 0,820 dan korelasi parsial antara komitmen organisasi (X_2) dengan keinginan pindah guru (Y) bila kepuasan kerja (X_1) dianggap konstan adalah 0,784.

Hasil penelitian ini menyimpulkan bahwa ada hubungan yang signifikan antara kepuasan kerja dan komitmen organisasi dengan keinginan pindah guru SMP Negeri di Kecamatan Pantai Labu Kabupaten Deli Serdang.

ABSTRACT

Zakie Wahidotomo, 8106131021, Relations Between Job Satisfaction and Organizational Commitment with Turnover Intention Teachers Case Study on Junior High School in Pantai Labu District Deli Serdang Regency.

This research aims to know the relationship of job satisfaction and organizational commitment with turnover intention teacher in Pantai Labu district Deli Serdang regency. These studies use statistics correlational with the respondent as much as 84 State Junior High School teacher in Pantai Labu district Deli Serdang regency. The collection of Data job satisfaction, organizational commitment and turnover intention teacher obtained through questionnaires.

The Data was analyzed by using a simple correlation techniques, regression correlation and partial correlation doubles. Results of research are a significant relationship exists between: (1) job satisfaction with the desire to move with the teacher of 0,705 equation ry_1 regression of $Y = 0,46X_1 + 27,734$, (2) organizational commitment with the desire to move teachers with a regression equation of ry_2 0,683 $Y = 0,621X_2 + 15,499$ and (3) job satisfaction and organizational commitment together with turnover intention with ry_{12} of 0,7573 with the regression of $Y = 49,325 + 0,296X_1 + 0,344X_2$.

The magnitude of the partial correlation between job satisfaction (X_1) and turnover intention (Y) when the teacher organizational commitment (X_2) considered to be constant is the partial correlation between 0,820 and commitment organizational (X_2) with turnover intention (Y) when the teacher job satisfaction (X_1) are considered to be constant is 0,784

The results of this study concluded that there is a significant relationship between job satisfaction and commitment organization with turnover intention the teacher in a Junior High School on Pantai Labu district Deli Serdang Regency.