

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara iklim organisasi dengan *job crafting* pada guru Pondok Modern X di Kabupaten Temanggung. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara iklim organisasi dengan *job crafting* pada guru Pondok Modern X di Kabupaten Temanggung. Teknik *sampling* dalam penelitian ini menggunakan *purposive sampling*. Subjek dalam penelitian ini adalah guru berusia 20-55 tahun, berstatus sebagai guru tetap atau minimal 6 bulan bekerja dengan jumlah 45 orang. Metode pengumpulan data dalam penelitian ini menggunakan Skala Iklim Organisasi dan Skala *Job Crafting*, metode analisis data menggunakan metode analisis *product moment* dari Pearson. Hasil analisis data diperoleh,  $KS-Z = 0,334$  dengan  $p = 0,012$  ( $P < 0,050$ ), yang berarti terdapat hubungan positif antara iklim organisasi dengan *job crafting* pada guru di pondok modern X. Berdasarkan hasil penelitian maka peneliti menyatakan bahwa hipotesis terbukti. Diketahui bahwa variabel iklim organisasi memberikan kontribusi sebesar 11,2% terhadap variabel *job crafting* pada guru di pondok modern X. Hal tersebut menunjukkan bahwa iklim organisasi memberikan pengaruh terhadap *job crafting* sebesar 11,2%, sedangkan sisanya sebesar 88,8% dipengaruhi oleh variabel lain seperti: *diskresi*, kompleksitas tugas, interdependensi tugas, model kepemimpinan, dukungan organisasi, dan kemampuan kognitif.

**Kata kunci:** *job crafting*, iklim organisasi, guru.

## ABSTRACT

*This study aims to determine the relationship between organizational climate and job crafting for teachers in X islamic boarding school in Temanggung Regency. The hypothesis proposed in this study is that there is a positive relationship between organizational climate and job crafting for teachers in X islamic boarding school in Temanggung Regency. The sampling technique in this study used purposive sampling. Subjects in this study were teachers aged 20-55 years, permanent status or at least 6 months working with a total of 45 people. Data collection method in this study uses the Organizational Climate Scale and Job Crafting Scale, the data analysis method uses the Pearson product moment analysis method. The results of data analysis obtained,  $KS-Z = 0.334$  with  $p = 0.012$  ( $P < 0.050$ ), which means that there is a positive relationship between organizational climate and job crafting for teachers in X islamic boarding school in Temanggung Regency. Based on the results of the study the researchers stated that the hypothesis was proven. It is known that the organizational climate variable contributes 11.2% to the job crafting variable for teachers in X islamic boarding school in Temanggung Regency. This shows that the organizational climate influences the job crafting by 11.2%, while the remaining 88.8% is influenced by variables others such as: discretion, task complexity, task interdependence, leadership models, organizational support, and cognitive abilities.*

**Keywords:** *job crafting, organizational climate, teache*

