

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara motivasi kerja dengan komitmen organisasi guru di SMK Swasta Sri Langkat Tanjung Pura pada masa pandemi covid 19. Hipotesis yang diajukan adalah terdapat hubungan positif antara motivasi kerja dengan komitmen organisasi guru di SMK Swasta Sri Langkat Tanjung Pura pada masa pandemi covid 19. Jumlah subjek pada penelitian ini adalah 42 orang guru di SMK Swasta Sri Langkat Tanjung Pura. Pengumpulan data dalam penelitian ini menggunakan skala motivasi kerja dan skala komitmen organisasi. Teknik analisis data yang digunakan adalah korelasi product moment. Berdasarkan hasil analisis data diperoleh korelasi (r_{xy}) = 502 ($p < 0.001$). Hasil tersebut menunjukkan adanya hubungan positif yang signifikan antara motivasi kerja dengan komitmen organisasi guru di SMK Swasta Sri Langkat Tanjung Pura pada masa pandemic covid 19. Dengan demikian hipotesis dalam penelitian ini diterima. Koefisien korelasi determinasi atau r square sebesar 0.252 artinya variabel motivasi kerja berkontribusi sebesar 25,2% terhadap komitmen organisasi dan sisanya 74,8% dipengaruhi oleh faktor lain yang tidak diteliti.

Kata kunci : motivasi kerja, komitmen organisasi, pandemi covid 19

ABSTRACT

The purpose of the research is to investigate the correlation between work motivation and teacher organizational commitment at the SMK Swasta Sri Langkat Tanjung during the covid 19 pandemic. The hypothesis proposed is that there is a positive relationship between work motivation and teacher organizational commitment at the SMK Swasta Sri Langkat Tanjung Pura during the pandemic. covid 19. The number of subjects in this study were 42 teachers at SMK Swasta Sri Langkat Tanjung Pura. The data were collected through work motivation scale and organizational commitment scale. This research utilized product-moment correlation as the technique of data analysis. Based on the results of data analysis obtained correlation (r_{xy}) = 502 ($p < 0.001$). These results indicate a significant positive relationship between work motivation and teacher organizational commitment at SMK Swasta Sri Langkat Tanjung Pura during the COVID-19 pandemic. Thus, the hypothesis in this study is accepted. The correlation coefficient of determination or r square of 0.252 means that the work motivation variable contributes 25.2% to organizational commitment and the remaining 74.8% is influenced by other factors not examined.

Keywords : *Word motivation, organizational commitment, covid-19 pandemic*