

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *person job-fit*, *work-life balance* dan kondisi kerja terhadap komitmen organisasi. Sampel dalam penelitian ini adalah 50 responden yang menjadi karyawan di RSUD Dr. Harjono Ponorogo. Teknik pengumpulan data yang digunakan adalah metode survei dengan instrumen penelitian yang digunakan adalah kuesioner. Model analisis data yang digunakan adalah regresi linear berganda, yang diolah menggunakan bantuan *software* SPSS. Hasil uji instrumen menyatakan bahwa data dalam penelitian ini terbukti valid dan reliabel. Pada uji asumsi klasik dinyatakan bahwa data dalam penelitian ini terdistribusi secara normal dan menghasilkan model regresi yang bebas dari multikolinearitas, heterokedastisitas dan autokorelasi. Hasil penelitian ini membuktikan bahwa: (1) *Person-job fit* berpengaruh positif dan signifikan terhadap komitmen organisasi karyawan di RSUD Dr. Harjono Ponorogo. (2) *Work-life balance* berpengaruh positif dan signifikan terhadap komitmen organisasi karyawan di RSUD Dr. Harjono Ponorogo. (3) Kondisi kerja berpengaruh positif dan signifikan terhadap komitmen organisasi karyawan di RSUD Dr. Harjono Ponorogo. (4) *Person-job fit*, *work-life balance* dan kondisi kerja secara simultan berpengaruh positif dan signifikan terhadap komitmen organisasi karyawan di RSUD Dr. Harjono Ponorogo. Hasil ini membawa implikasi bagi peneliti selanjutnya untuk mengkaji berbagai perilaku sumber daya manusia dalam lingkup organisasi rumah sakit. Selain itu, temuan penelitian ini membawa implikasi bagi pihak rumah sakit untuk terus melakukan evaluasi terhadap *person-job fit*, *work-life balance* dan kondisi kerja yang dirasakan karyawannya, karena hal tersebut memberikan dampak terhadap komitmen karyawan tersebut pada organisasi.

Kata Kunci: *Person-job fit*, *Work-life balance*, Kondisi Kerja, Komitmen Organisasi

ABSTRACT

This study aims to analyze the influence of person-job fit, work-life balance, and working conditions on organizational commitment. The sample for this study consisted of 50 respondents who are employees at Dr. Harjono General Hospital, Ponorogo. The data collection technique employed was a survey method, with a questionnaire serving as the research instrument. The data analysis model used was multiple linear regression, processed with the help of SPSS software. Instrument testing results indicated that the data in this study were proven to be valid and reliable. The classical assumption tests confirmed that the data were normally distributed and yielded a regression model free from multicollinearity, heteroscedasticity, and autocorrelation. The findings of this study demonstrate that: (1) Person-job fit has a positive and significant effect on organizational commitment among employees at Dr. Harjono General Hospital, Ponorogo. (2) Work-life balance has a positive and significant effect on organizational commitment among employees at Dr. Harjono General Hospital, Ponorogo. (3) Working conditions have a positive and significant effect on organizational commitment among employees at Dr. Harjono General Hospital, Ponorogo. (4) Person-job fit, work-life balance, and working conditions simultaneously have a positive and significant effect on organizational commitment among employees at Dr. Harjono General Hospital, Ponorogo. These findings have implications for future researchers to examine various human resource behaviors within the hospital organizational context. Furthermore, the results suggest that the hospital should continually evaluate its person-job fit, work-life balance, and working conditions as perceived by its employees, as these factors significantly impact their organizational commitment.

Keywords: *Person-job fit, Work-life balance, Working Conditions, Organizational Commitment*