

ABSTRAK

Meningkatkan komitmen karyawan dalam organisasi adalah salah satu cara yang dapat dilakukan perusahaan agar dapat tercipta kondisi yang mendukung tercapainya tujuan organisasi. Salah satu faktor yang mempengaruhi timbulnya komitmen organisasi adalah persepsi dukungan organisasi atau *perceived organizational support*. Penelitian bertujuan ini untuk mengetahui hubungan antara *perceived organizational support* dengan komitmen organisasi pada karyawan CV. Arkatama Ritelindo (Toko Dazzle) Yogyakarta. Variabel yang digunakan dalam penelitian terdiri dari variabel tergantungan, yaitu komitmen organisasi dan variabel bebas, yaitu *perceived organizational support*. Seluruh karyawan CV. Arkatama Ritelindo (Toko Dazzle) Yogyakarta sebanyak 105 karyawan dipilih sebagai subjek penelitian, dan 40 karyawan digunakan sebagai subjek dalam uji coba. Metode pengumpulan data menggunakan dua skala yaitu Skala Komitmen Organisasi dan Skala *Perceived Organizational Support*. Metode analisis data yang digunakan adalah analisis korelasi. Sebelum melakukan uji hipotesis, data akan diuji asumsi kenormalan dan linieritasnya. Hasil uji normalitas data menunjukkan bahwa data penelitian tidak memiliki sebaran yang berdistribusi normal maka pada penelitian ini digunakan teknik korelasi nonparametrik Spearman Rho. Hasil uji hipotesis menunjukkan hubungan positif dan signifikan antara *perceived organizational support* dengan komitmen organisasi sebesar 0,551 ($p < 0,05$). Berdasarkan hasil tersebut dapat diartikan bahwa semakin tinggi *perceived organizational support* maka komitmen organisasi juga menjadi semakin tinggi.

Kata Kunci: Komitmen Organisasi, *Perceived Organizational Support*.

ABSTRACT

To foster the achievement of organizational goals, increasing employee commitment is crucial. One key factor influencing organizational commitment is the perception of organizational support, also known as perceived organizational support (POS). This study investigates the relationship between POS and organizational commitment among employees of CV. Arkatama Ritelindo (Toko Dazzle) in Yogyakarta. The study focuses on two variables: organizational commitment as the dependent variable and perceived organizational support as the independent variable. All 105 employees of CV. Arkatama Ritelindo were selected as the research population, with 40 employees participating in a trial phase. Data was collected using two scales: the Organizational Commitment Scale and the Perceived Organizational Support Scale. Data analysis was conducted using correlation analysis. Prior to hypothesis testing, the data was subjected to normality and linearity tests. The normality test indicated that the data was not normally distributed, leading to the use of the Spearman Rho nonparametric correlation technique. The hypothesis test results revealed a positive and significant relationship between perceived organizational support and organizational commitment, with a correlation coefficient of 0.551 ($p < 0.05$). This finding suggests that as perceived organizational support increases, so does organizational commitment.

Keywords: Organizational Commitment, Perceived Organizational Support.