

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *big five personality* dengan komitmen organisasi pada karyawan di Yogyakarta. Di dalam penelitian ini terdapat lima hipotesis. Hipotesis pertama terdapat hubungan negatif antara trait *neuroticism* dengan komitmen organisasi. Hipotesis kedua terdapat hubungan positif antara trait *extraversion* dengan komitmen organisasi. Hipotesis ketiga terdapat hubungan positif antara trait *openness to experience* dengan komitmen organisasi. Hipotesis keempat terdapat hubungan positif antara trait *agreeableness* dengan komitmen organisasi. Hipotesis kelima terdapat hubungan positif antara trait *conscientiousness* dengan komitmen organisasi. Subjek penelitian adalah karyawan yang berstatus karyawan dan sudah bekerja minimal 1 tahun sebanyak 91 orang. Pengambilan subjek menggunakan *sampling purposive* dengan data yang dikumpulkan menggunakan Skala Komitmen Organisasi dan Skala *Big Five Personality*. Berdasarkan hasil analisis, diperoleh nilai korelasi pada trait *neuroticism* sebesar -0.212 ( $p < 0.050$ ) artinya terdapat hubungan negatif antara komitmen organisasi dengan trait *neuroticism*. Trait *extraversion* sebesar 0.633 ( $p < 0.050$ ) artinya terdapat hubungan positif antara komitmen organisasi dengan trait *extraversion*. Trait *openness to experience* sebesar 0.371 ( $p < 0.050$ ) artinya terdapat hubungan positif antara komitmen organisasi dengan trait *openness to experience*. Trait *agreeableness* sebesar 0.631 ( $p < 0.050$ ) artinya terdapat hubungan positif antara komitmen organisasi dengan trait *agreeableness*. Trait *conscientiousness* sebesar 0.491 ( $p < 0.050$ ) artinya terdapat hubungan positif antara komitmen organisasi dengan trait *conscientiousness*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi ( $R^2$ ) yaitu trait *neuroticism* sebesar 4.5%, trait *extraversion* sebesar 40.1%, trait *openness to experience* sebesar 13.8%, trait *agreeableness* sebesar 39.8%, dan trait *conscientiousness* sebesar 24.1%.

**Kata kunci:** *komitmen organisasi, big five personality, karyawan*

## **ABSTRACT**

*This study aims to determine the relationship between big five personality and organizational commitment to employees in Yogyakarta. In this study there are five hypotheses. The first hypothesis is a negative relationship between neuroticism trait and organizational commitment. The second hypothesis has a positive relationship between extraversion trait and organizational commitment. The third hypothesis has a positive relationship between trait openness to experience and organizational commitment. The fourth hypothesis has a positive relationship between trait agreeableness and organizational commitment. The fifth hypothesis is that there is a positive relationship between trait conscientiousness and organizational commitment. The research subjects were 91 employees. Subject collection uses purposive sampling with data collected using the Scale of Organizational Commitment and the Big Five Personality Scale. Based on the results of the analysis, the correlation value of the neuroticism trait was obtained at -0.212 ( $p < 0.050$ ) which means that there is a negative relationship between organizational commitment and neuroticism trait. Extraversion trait is 0.633 ( $p < 0.050$ ) which means there is a positive relationship between organizational commitment and extraversion trait. Openness to experience trait is 0.371 ( $p < 0.050$ ) means that there is a positive relationship between organizational commitment and trait openness to experience. Trait agreeableness is 0.631 ( $p < 0.050$ ) which means there is a positive relationship between organizational commitment and trait agreeableness. Trait conscientiousness is 0.491 ( $p < 0.050$ ) meaning that there is a positive relationship between organizational commitment and trait conscientiousness. The acceptance of the hypothesis in this study shows the coefficient of determination ( $R^2$ ) which is neuroticism trait of 4.5%, extraversion trait of 40.1%, trait openness to experience of 13.8%, trait agreeableness of 39.8%, and trait conscientiousness of 24.1%.*

**Keywords:** *organizational commitment, big five personality, employees*