

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *hardiness* dengan komitmen organisasi pada Pegawai Negeri Sipil Dinas Kependudukan dan Pencatatan Sipil Kota Bekasi. Subjek dalam penelitian ini berjumlah 30 pegawai di Dinas Kependudukan dan Pencatatan Sipil Kota Bekasi yang memiliki karakteristik yaitu bekerja di Dinas Kependudukan dan Pencatatan Sipil Kota Bekasi minimal 1 (satu) tahun. Metode pengumpulan data menggunakan Skala *Hardiness* dan Skala Komitmen Organisasi. Teknik analisis data yang digunakan adalah korelasi *Product Moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar 0.556 dengan $p = 0,001$ ($p < 0,050$) yang berarti ada hubungan yang positif antara *hardiness* dengan komitmen organisasi pada pegawai. Hal tersebut menunjukkan bahwa hipotesis dalam penelitian ini diterima. Selain itu hasil analisis data tersebut juga menunjukkan nilai koefisien determinasi (R^2) 0.309 yang artinya sumbangan variabel *hardiness* terhadap komitmen organisasi sebesar 30,9% dan sisanya 69,1% dipengaruhi oleh faktor lain seperti *job expectation*, *psychological contract*, *job choice factors*, *works experience*, *job scope*, *supervision*, *goal consistency organizational*, dan *availability of alternative jobs*.

Kata Kunci: *hardiness*, komitmen organisasi

Abstract

This research aims to determine the relationship between hardiness with organizational commitment on public services of population and civil registration of Bekasi City. The hypothesis proposed is that there is a positive relationship between hardiness with organizational commitment on public services of population and civil registration of Bekasi City. The subject in this research amount to 30 employess in public services of population and civil registration of Bekasi City who have the specification have been working for at least 1 (one) year. Method of cata collection using Hardiness Scale and Organizational Commitment Scale. Data analysis technique using Product Moment correlation from Karl Pearson. Based on the results of data analysis obtained correlation coefficient (R) is 0,556 with $p = 0,001$ ($p < 0,050$). These result indicate that there is a significat positive relationship between hardiness with organizational commitment. The acceptance of the hypothesis (R^2) is 0,309 that means hardiness variable shows 30,9% contribution to organizational commitment and the remaining 69,1% is influenced by other factors. Then this research aims to expected that organization can form hardiness by self development training that emohasizes the challenge aspect to improve hardiness.

Keyword : Hardiness, Organizational Commitment