

ABSTRAK

Penelitian ini bertujuan untuk mengetahui peningkatan komitmen organisasi melalui pelatihan pengembangan karir. Hipotesis penelitian ini yaitu, terdapat perbedaan tingkat komitmen organisasi para kader partai antara sebelum dan sesudah diberikannya pelatihan pengembangan karir, pada kelompok eksperimen, dimana tingkat komitmen organisasi setelah diberi pelatihan pengembangan karir lebih tinggi dibanding tingkat komitmen organisasi sebelum diberikan pelatihan pengembangan karir. Hipotesis kedua yaitu, terdapat tingkat perbedaan komitmen organisasi posttest antara kelompok eksperimen dengan kelompok kontrol, dimana posttest kualitas komitmen organisasi pada kelompok eksperimen lebih tinggi dibanding kelompok kontrol. Subjek penelitian ini adalah 18 orang kader partai Gerindra Dewan Pimpinan Cabang Kabupaten Sleman. Karakteristik subjek penelitian ini adalah kader partai yang memiliki tingkat komitmen organisasi pada kategori rendah dan sedang. Desain yang digunakan adalah Pretest-Posttest Control Group. Sedangkan data dikumpulkan menggunakan skala komitmen organisasi. Kemudian di analisis menggunakan uji Mann Whitney untuk melihat perbedaan skor antara kelompok eksperimen yang diberi pelatihan pengembangan karir dengan kelompok control yang tidak diberikan pelatihan pengembangan karir. Selanjutnya diberikan uji Wilcoxon untuk melihat skor kelompok eksperimen antara sebelum dan sesudah diberikan pelatihan pengembangan karir. Berdasarkan uji Mann Whitney di temukan $Z = -3,585$ ($p < 0,01$), artinya ada perbedaan skor posttest antara kelompok eksperimen yang diberi pelatihan dengan kelompok kontrol yang tidak diberi pelatihan. Berdasarkan uji Wilcoxon ditemukan ada perbedaan antara skor komitmen organisasi pada kelompok eksperimen antara sebelum dengan sesudah diberikan pelatihan pengembangan karir dengan $Z = -1,836$ ($p < 0,01$).

Kata kunci: Pelatihan Pengembangan Karir, Komitmen Organisasi

ABSTRACT

This study aims to determine the increase in organizational commitment through career development training. The hypothesis of this research is that there are differences in the level of organizational commitment of party cadres between before and after the provision of career development training, in the experimental group, where the level of organizational commitment after being given career development training is higher than the level of organizational commitment before being given career development training. The second hypothesis is that there is a difference in the level of posttest organizational commitment between the experimental group and the control group, where the posttest quality of organizational commitment in the experimental group is higher than the control group. The subjects of this study were 18 cadres of the Gerindra party in the Sleman Regency Branch Management Board. Characteristics of the subjects of this study are party cadres who have a low and medium category of organizational commitment. The design used is the Pretest-Posttest Control Group. While data is collected using an organizational commitment scale. Then analyzed using the Mann Whitney test to see differences in scores between the experimental group who were given career development training and the control group who were not given career development training. Then the Wilcoxon test is given to see the experimental group scores between before and after career development training. Based on the Mann Whitney test found $Z = -3,585$ ($p < 0.01$), meaning that there are differences in posttest scores between the experimental group who were given training and the control group who were not given training. Based on the Wilcoxon test it was found there was a difference between the organizational commitment scores in the experimental group between before and after being given career development training with $Z = -1836$ ($p < 0.01$).

Keywords: *Career Development Training, Organizational Commitment*