

## ABSTRAK

Sari Andayani (0903891). *Hubungan antara Organization-Based Self-Esteem dan Kepuasan Kerja dengan Komitmen Organisasi pada Karyawan Departemen Spinning PT Mahameru Centratama Spinning Mills*. Skripsi Jurusan Psikologi, FIP UPI Bandung (2014).

Penelitian ini bertujuan untuk memperoleh data empirik mengenai *organization-based self-esteem*, kepuasan kerja, dan komitmen organisasi karyawan serta meneliti korelasi ketiga variabel tersebut. Sampel penelitian ini sebanyak 83 karyawan departemen spinning yang diambil menggunakan teknik *simple random sampling*. Hasil penelitian ini menunjukkan bahwa karyawan departemen spinning memiliki *organization-based self-esteem* (OBSE) sedang cenderung tinggi, kepuasan kerja dan komitmen organisasi yang sedang. OBSE dengan komitmen organisasi memiliki hubungan yang lemah dan signifikan dengan nilai  $R = 0.327$  dan signifikansi  $= 0.003$  ( $\text{sig} < 0.05$ ). Kepuasan kerja dan komitmen organisasi memiliki hubungan yang kuat dan signifikan dengan nilai  $R = 0.628$  dan signifikansi  $= 0.000$  ( $\text{sig} < 0.05$ ). Untuk meningkatkan komitmen organisasi pada karyawan sebaiknya perusahaan memperhatikan perasaan karyawan agar timbul rasa kepercayaan bahwa dirinya penting dan berkompoten sebagai anggota organisasi dengan cara pemberian kesempatan karyawan untuk bertindak inovatif dalam menyelesaikan pekerjaannya dan mengkomunikasikan hal tersebut kepada atasannya. Atasan juga diharapkan dapat lebih dekat secara personal terhadap karyawannya.

Kata Kunci : *Organization-Based Self-Esteem*, Kepuasan Kerja, Komitmen Organisasi, OBSE.

## ***ABSTRACT***

Sari Andayani (0903891). The Relationship between Organization-Based Self-Esteem and Job Satisfaction with Organizational Commitment Employee Departement Of Spinning PT Mahameru Centratama Spinning Mills. Thesis Departement of Psychology, FIP UPI Bandung (2014)

This study aimed to obtain empirical on *organization-based self-esteem*, job satisfaction, and organizational commitment of employees as well as examine the correlation of these three variables. Sample of this research were 83 employees departement of spinning who were chosen by simple random sampling technique. The result of this study indicate that the spinning departement employees has a moderate level of *organization-based self-esteem* (OBSE) tend to be high, job satisfaction and organizational commitment to moderete levels. There has weak relationship and significant between OBSE and organizational commitment wtih the value of  $R= 0,327$  dan  $significance=0.003$  ( $sig<0.05$ ). Job satisfaction and organizational commitment has strong relationship and significant with the value of  $R=0.628$  and  $significance=0.000$  ( $sig<0.05$ ). From these result, researcher expect the supervisor on the departement spinning can get closer and provide technical assistance to employees in the chase. To improve organizational commitment of employees, companies should pay attention to the feelings in order arising employee feeling of that he is important and competent as a member of the organization by giving employees the opportunity to act in the innovative work done and communicate it to his superiors. Supervisor are also expected to get up close and personal to the employees.

Keyword : Organization-Based Self-Esteem, Job Satisfaction, Organizational Commitment, OBSE.