

PENGARUH KOMPETENSI, REMUNERASI DAN BUDAYA ORGANISASI TERHADAP KOMITMEN ORGANISASI PEGAWAI UNIVERSITAS PERTAHANAN

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi, remunerasi dan budaya organisasi terhadap efektifitas komitmen organisasi pegawai Universitas Pertahanan. Penelitian ini menggunakan metoda kuantitatif dengan menggunakan pendekatan survei. Sampel penelitian diambil secara random proporsional dari populasi pegawai Universitas Pertahanan sebanyak 74 orang. Data variabel bebas dan terikat diperoleh melalui angket yang diisi langsung oleh responden ($n = 74$) dengan memberikan skor pada setiap jawaban responden sesuai dengan skala Likert.

Hasil analisis data dan pengujian hipotesa, hubungan ketiga variabel bebas (*independent variables*) secara parsial terhadap efektifitas komitmen organisasi pegawai Universitas Pertahanan menggambarkan korelasi positif dengan level lemah (koefisien korelasi 0,321; 0,507 dan 0,230. Pada analisis regresi sederhana (parsial) menunjukkan hasil ketiga variabel bebas (kompetensi, remunerasi dan budaya organisasi) terhadap efektifitas komitmen organisasi pegawai Universitas Pertahanan. Proporsi variabel X_1 dalam menentukan variasi nilai variabel Y yaitu 9,9%; variabel X_2 terhadap variabel Y sebesar 22,1% dan variabel X_3 terhadap variabel Y yakni 10%. Akumulasi persentase pengaruh ketiga variabel bebas pada regresi parsial yang dapat mempengaruhi variabel efektifitas komitmen organisasi pegawai Universitas Pertahanan sebesar 42%. Pada regresi berganda menunjukkan bahwa ketiga variabel bebas (kompetensi, remunerasi dan budaya organisasi) secara simultan berpengaruh signifikan terhadap variabel komitmen organisasi Pegawai Unhan. Kisaran proporsi variasi nilai yang dapat dihasilkan ketiga variabel bebas secara simultan terhadap variabel komitmen organisasi Pegawai Unhan sebesar 27,4%, dengan persamaan regresi $Y = 19,181 + 0,254 X_1 + 0,373 X_2 + 0,180 X_3$.

Kata kunci :kompetensi, remunerasi, budaya organisasi, komitmen organisasi, Universitas Pertahanan

**EFFECT OF COMPETENCE, REMUNERATION AND
CULTURAL ORGANIZATION AGAINST
ORGANIZATIONAL COMMITMENT EMPLOYEE
DEFENSE UNIVERSITY**

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Abstract

The purpose of this study was to determine the effect of competence , remuneration and effectiveness of organizational culture on employee organizational commitment Defense University . This study uses a quantitative method using a survey approach . Samples were taken at random proportional Defense University of the employee population as many as 74 people . Data independent and dependent variables obtained through a questionnaire completed by the respondents (n = 74) to give a score to each respondent's answer in accordance with Likert scale .

The results of data analysis and hypothesis testing, correlation three independent variables (independent variables) partially on the effectiveness of organizational commitment of employees Defense University describe a positive correlation with the level of the weak (correlation coefficient 0.321; 0.507 and 0.230. In simple regression analysis (partial) shows the results of the three variables free (competence, remuneration and organizational culture) the effectiveness of employee organizational commitment Defense University. the proportion of variable X1 in determining the variation of the variable Y is 9.9%; X2 to variable Y was 22.1% and X3 to variable Y which is 10 %. the accumulated percentage of the effect of three independent variables in the partial regression that may affect the variable effectiveness of the organizational commitment of employees Defense University by 42%. in multiple regression showed that three independent variables (competence, remuneration and organizational culture) simultaneously significant effect on the variable organizational commitment employees IDU. The range of variation of the proportion of the value that can be generated three independent variables simultaneously to variable organizational commitment Unhan Employees of 27.4%, with the regression equation $Y = 19.181 + 0.254 X1 + 0.373 X2 + 0.180 X3$.

Keywords: competence, remuneration, organizational culture, organizational commitment, Defense University