

ABSTRACT

YUVI RISTIANA

The Relation Between Organizational Commitment With Job Satisfaction
(Zamralita, MM, Psi. & Dra. Ninawati, MM); Psychological Study Program,
Strata One Undergraduate Program, University of Tarumanagara. 61 Pages,
P1-P4, L1-L63.

This research tries to know the relation between organizational commitment and job satisfaction. Organizational commitment refers to one's attachment to the organization for which one works. Job satisfaction refers to an individual's attitude toward his or her job. Concepts of job satisfaction were based on exchange theory and discrepancy theory, and concepts of organizational commitment were based on Allen and Meyer's typology. Samples of 94 persons are gathered through accidental sampling technique. This research used Pearson Product-Moment Correlation Test. Results of this research are: There is a positive correlation between organizational commitment and job satisfaction ($r=0.367$, $p<0.05$). There is also a positive correlation between affective commitment and job satisfaction ($r=0.385$, $p<0.05$), and a positive correlation between normative commitment and job satisfaction ($r=0.348$, $p<0.05$), but there is no correlation between continuance commitment and job satisfaction ($r=0.001$, $p>0.05$).