

ORGANIZATIONAL COMMITMENT STUDY AT PT. BAS: EFFECTS OF WORKLOAD

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Abstract

This study intends to investigate how workload at PT. Bandung Prosperous Administration Development affected organizational commitment. The study's sample consisted of 111 employees of PT. Bandung Prosperous Administration Development. Choosing the study's sample through saturated sampling. The method of analysis is multiple linear regression. The results of the investigation show that being busy has a considerable, unfavorable impact on job satisfaction. Job satisfaction has a considerable and positive influence on organizational commitment.

Keywords: *Burden Work, Commitment Organizational*

Abstrak

Penelitian ini bermaksud untuk mengetahui bagaimana beban kerja di PT. Perkembangan Pemerintah Kota Bandung Sejahtera berpengaruh terhadap komitmen organisasi. Sampel penelitian terdiri dari 111 karyawan PT. Pembangunan Kota Bandung Sejahtera. Pemilihan sampel penelitian melalui sampling jenuh. Metode analisis yang digunakan adalah regresi linier berganda. Hasil penyelidikan menunjukkan bahwa kesibukan memiliki dampak yang cukup besar dan tidak menguntungkan terhadap kepuasan kerja. Kepuasan kerja memiliki pengaruh yang cukup besar dan positif terhadap komitmen organisasi.

Kata Kunci : Beban Kerja, Komitmen Organisasi

INTRODUCTION

Pos Indonesia then makes improvements to the service in order to compete with the numerous courier providers for goods and papers. There are now many services available, ranging from pick-up to financial support via pospay, weselpos, giropos, and bank channeling for train and aircraft tickets. Postal issues in Indonesia include a reputation for delayed delivery. circumstances that being said No Yes, Pos Indonesia also offers fast is Pos Express, which guarantees that goods and certificates will arrive in one day, along with delivery services for documents and packages. As with other regular shipments, which are equally competitive in terms of delivery time and cost with equivalent packages from other firms and carriers. As part of a collaboration with Tokopedia, Lazada, Zalora, Bukalapak, and Bli-bli, Pos Indonesia is also creating a return service.

One of the state-owned enterprises (BUMN) where this company conducts financial transactions and logistics activity is PT. Bandung Prosperous Administration Bina. Continue to descend into history development PT. Prosperous Administrative Development Bandung.b Bandung Prosperous Administrative Development continues to operate with a concentration on three main industries: logistics, videotron, and package and postal delivery services. The company will use the network to expand its business portfolio as the Indonesian postal network grows in the future, making it a more trustworthy and front-facing corporation.

The phenomenon that exists in the PT. Bandung Prosperous Administration Bina, where the majority of employees, or 52%, do not possess commitment organizational which tall; 36% employee no satisfied, can be seen based on the results of the pre-survey. 48% of employees at PT. Bandung Prosperous Administration Development feel overworked, and 27% report not receiving benefits or prizes that they find satisfying.

Organizational commitment is the strong desire to join a particular organization permanently, to have a strong desire that is in line with the organization's aims, and to feel that this will help the organization achieve its goals. According to Metria and Riana (2018), with say another is attitude that can describe a devoted employee with a process that continues and an expression that pays attention to the organization's success and future growth. A high level of organizational commitment might result in good performance and lower attendance. Organizational commitment direct employee for perseverance in the job (Metri & Riana, 2018).

LITERATURE EVALUATION

Enthusiasm Organizational

According to Mathis and Jackson, organizational commitment is a component where employees support and welcome organizational goals and will be consistent in staying with the organization or not (Sopiah, 2010). Organizational commitment, according to Linchon (in Bashaw & Grant, as quoted by Sopiah in 2010, covers staff pride, employee loyalty, and employee desires for the organization. On the other hand, according to (Robbin and Judge, 2015), organizational commitment is characterized as the extent to which a worker understands the objectives of an organization and aspires for their consistency.

According to (Luthans, 2011), organizational commitment is described as (1) the willingness to work hard to remain a member of the organization, (2) the willingness to work hard

for the organization, and (3) the belief that the organization is reliable, deserving of respect, and objective. Based on some of the aforementioned philosophies, organizational commitment can be understood as a relationship between employees and organizations that consistently enables them to live in the organization, be loyal to it, have a big heart for it, put forth effort for it, and be able to embrace its core values in addition to being able to be an objective organization. According to Allen and Meyer, organizational commitment can be categorized into three types: affective commitment, commitment sustained (also known as continuity commitment), and commitment normative (also known as normative commitment).

Arduous Work

recognizing burden Work is a collection of tasks that must be done by an agency unit or position holder within a set time frame. Permendagri No. 12/2008 states that burden work is large work.

RESEARCH TECHNIQUES

The study's focus was carried out at PT. Bandung Prosperous Administration Development, which employs 111 people. Researchers employed non-technical probability sampling in this study. Therefore, the population as a whole, specifically the 111 employees of PT. Bandung Prosperous Administration Development, is utilized as the sample in this study.

Direct questionnaires were given to PT Bina Administration Sejahtera staff in order to collect data for this study. The study's questionnaire This contains information about respondents' perceptions of the stress of work and compensation that has an impact on organizational commitment through job satisfaction. Answers to list questions that respondents must complete are done using a Likert scale, which ranges from 1 to 5, with 1 denoting a strong disagreement and 5 denoting a strong agreement (Masud, 2004).

Analysis employed in the study This is an instrument validity and reliability test, a test of multiple analyses, and a test of the viability of a model using the coefficient of determination.

FINDINGS AND ANALYSIS

Based on distribution statistics about type, sex, age, education, and time at work, the respondent obtained description data. From the 111 respondents who made up the sample study,

it is known that 77 people, or 77,3% of the manifold sex population, are men, while 19 people, or 22,7% of the manifold sex population, are women. According to the results of the following age distribution statistics, 57 respondents—or 50%—were between the ages of 31 and 40. 33 respondents, or 25.8% of the total, were between the ages of 21 and 30 years, followed by 18 respondents, or 14.1%, who were over 50 years old. 13 respondents, or 10,2 respondents, were between the ages of 41 and 50. According to the description above, it may be inferred that PT. Bandung Prosperous Administration Bina's personnel are primarily between the ages of 31 and 40.

Test Reliability

Utilizing analysis, there are items in the study. If the $KMO > 5\%$ and the significant value of the Bartlett test 5% , this can be further examined. The question is considered to be genuine if the loading factor shows a value more than 0.4 for each item (Ghozali, 2016). The workload variable's Kaiser Meyer Olkin Measure of Sampling (KMO-MSA) value of 0.861 is greater than 0.5, indicating that sample coverage is met, according to the validity test results. It can be presumed that all indicators that compose variable burden Work are legitimate if the loading factor for each workload variable indicator is in the range of 0.902 to 0.980 and the value of the loading factor is more than 0.40.

To ensure that the sample coverage is met, the compensation variable's Kaiser Meyer Olkin Measure of Sampling (KMO- MSA) value of 0.809 is higher than 0.5. Each indicator's variable compensation falls within the range of 0.825–0.952, where the loading factor value is more than 0.40, indicating that all indicators with this form of variable compensation are valid.

In order to meet sample coverage requirements, the work satisfaction variable has a Kaiser Meyer Olkin Measure of Sampling (KMO- MSA) of 0.895, which is higher than 0.5. It may be assumed that all indicator Which form variables satisfaction Work valid since the factor value loading each indicator variable of job satisfaction is in the range of 0.822 -0.960, where the value of the loading factor is more than 0.40.

Organizational flexibility own mark Olkin and Kaiser measurements sampling (KMO-MSA) as large as 0.795, greater than 0.5, to ensure that the coverage sample was met. It may be presumed that all of the indicators that make up the organizational commitment variable are valid because the factor loading value for each variable's indicator ranges from 0.860 to 0.969 and is more than 0.40.

Reliability of Tests

According to test results for reliability, the instrument in this study has a Cronbach alpha value > 0.70 for all research variables, indicating that it is generally trustworthy and consistent.

Test Double Linear Regression

Table 1. Summary Results Test Regression

No Model Regression		Test Analysis Models		Regression		Ket
I	Model Regression I	Test st	Test F β	Sig		
	Influence burden Work And compensation thd satisfaction	F determination	hits	Sig		
		0.500	64.4320.000			
	Burden work thd satisfaction			-0.611	0.000	H1 accepted
	Compensation for satisfaction			0.232	0.001	H2 accepted
II	Model Regression II	0.510	45.0380.000			
	Influence burden Work, compensation and satisfaction thd commitment					
	organizational workload thd _ commitment			-0.195	0.023	H3 accepted
	Compensation for commitment			0.342	0.000	H4 accepted

Source : Data Primary Which Processed

I can enter the following in equality regression based on calculation analysis and regression double model:

$$Y_1 = -0.611 X_1 + 0.232 X_2 + e$$

Based on equality regression, it can be inferred that a. The workload coefficient is -0.611 with a significance of 0.000 0.5, implying that the burden of labor is important and negatively affects satisfaction. Matter This indicates that job happiness will drop the more work there is to do.

The compensation coefficient has a value of 0.232 and a significance level of 0.000 0.5, indicating that salary significantly and favorably affects job satisfaction. This issue has implications for how well remuneration will boost worker happiness.

The multiple regression equation above demonstrates that the variable Work, which represents the load, is variable. Which most important factor affects contentment is work? This resulted in the tallest mark coefficient regression load work. after which came variable compensation

Double Model II can be inserted in equality regression based on calculation analysis regression as follows:

$$Y_2 = -0.195 X_1 + 0.342X_2 + 0.363Y_1$$

Based on equality regression, it can be inferred that: a. Workload has a negative and substantial impact on organizational commitment, with a value of the workload coefficient of -0.195 and a significance of 0.023 0.5. Matter This implies a heavier workload, which will result in a greater loss in organizational commitment.

The value of the compensation coefficient is 0.342, with a significance level of 0.000 to 0.5, indicating that remuneration influences organizational commitment positively and significantly.

This suggests that higher compensation will increase organizational commitment to a greater extent.

The correlation between work satisfaction and organizational commitment is 0.363, with a significance level of 0.000 to 0.5, indicating that organizational commitment and job satisfaction are positively correlated. This contains greater significance and will lead to higher levels of job satisfaction and organizational commitment.

According to double equality regression, work satisfaction is variable and has the biggest impact on organizational commitment. This resulted in variable compensation and satisfaction Work being the next-highest causes of mark coefficient regression satisfaction work.

Determining Test Coefficient

According to Ghazali (2018), the F statistical test essentially demonstrates whether or not all factors are independent or have a joint effect on the variable dependent/bound.

Table 1 provides the regression coefficient value (Adjusted R Square), which is then calculated. Model I has a coefficient of 0.500, which suggests that 50% of the variance in job satisfaction can be attributed to factors affecting workload and compensation, with the remaining 50% being explained by factors from beyond the scope of the research model.

According to Model II, the load variable Work, remuneration, and satisfaction Work can account for as much as 51% of variability in changes in organizational commitment (Adjusted R Square = 0.510). The remainder, or 49%, is explained by factors from outside the scope of the model research.

Test Model (Test F)

Based on Table 1's mark F count findings from the regression model, I estimate that there are 64,432 mark F counts, with a significant probability of 0.000, which is insufficient from 0.05 (the true level is equal to 5 percent). This indicates that variable burden Work and pay influence work satisfaction simultaneously.

The Model II regression findings show a calculated F value of 45.038 with probability significant 0.000 less than 0.05 (grade actual equals 5%), indicating that workload, compensation, and job satisfaction all have an impact on organizational commitment simultaneously.

Testing The Theory

Burden Work influences job satisfaction negatively in Table 1's regression analysis, with a result of -0.611 and a significant value of 0.000 less than 5%. We can draw the conclusion that busyness negatively affects job satisfaction, and H1 is thus accepted.

Regression analysis results for Table 1 indicate that remuneration has a positive influence on work satisfaction of 0.232, with a significant value of 0.000 less than 5%. Matter This suggests that remuneration influences work satisfaction positively, leading to H2 acceptance.

Burden Work has a negative influence on organizational commitment of -0.195 in Table 1's findings analysis of regression, with a significant value of 0.023 less than 5%. Matter This may lead to the conclusion that burden Work has a detrimental effect on organizational commitment, leading to the acceptance of H3.

In Table 1, the results of the results analysis and regression demonstrate that pay has a large beneficial impact on organizational commitment, with a score of 0.342 and a significant level of 0.000 but not 5%. It can be said that remuneration has a favorable impact on organizational dedication, leading to the acceptance of H4.

The regression analysis's findings are displayed in Table 1 and demonstrate that work satisfaction has a positive effect on organizational commitment of 0.363, with a significant value of 0.000 or below from 5%. Concerning This, it may be inferred that job satisfaction Work

influences positively on organizational commitment, with H5 subsequently recognized.

Organizational Satisfaction Work to Commitment

According to the hypothesis test, organizational commitment is positively impacted by work satisfaction. The organizational commitment will grow as a result of the high employee job satisfaction. According to Parvin & Interesting (2011), job satisfaction refers to a person's level of satisfaction with their line of work. A person's conduct in juggling their career might be used to gauge their job happiness (Kolompoy et al., 2019). High job satisfaction employees might demonstrate a good response to activity demands and responsibilities on the profession. Employees who are highly satisfied with their jobs can be identified by their absences, accomplishments, and instances where they are connected to other body corporate employees. Small work activity will demonstrate action negative to profession.

According to research by Yudhaningsih et al. (2016), Martadiani & Zahrina (2017), and Wangsa & Edalmen (2022), job satisfaction influences positively and is important to organizational commitment.

CLOSING

Based on the data analysis and discussion that has been provided, the following conclusion can be drawn:

- 1 Job satisfaction is negatively and significantly impacted by workload. large load pleasure from work on the PT. Bandung Prosperous Administration Building There would be a greater reduction in work at PT. Bandung Prosperous Administration Development.
- 2 Burden Work has a negative influence and is important to organizational commitment. Height and weight Construction on the PT. Bandung Prosperous Administration Building will result in a greater reduction in organizational commitment to the PT POST Indonesia Branch SPP Erlangga Semarang.
- 3 Satisfaction Work has a beneficial influence and is important for organizational commitment. a greater good contentment Work will be done on PT POST SPP Erlangga Semarang, as well as the organizational commitments at a higher level.

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