

## **CHAPTER V**

### **CONCLUSION**

#### **5.1 Conclusion**

The following conclusion of this research based on the research analysis that has been conducted in PT. BRP INTI AMBARAWA SEJAHTERA.

1. Based on the result, meaningful work has a significant and positive effect on organizational commitment. It implied that employee see their work as meaningful. They work not just because of the income, but because work is connected to their personal life, personal purpose, and deem as important. They also feeling energized during work. Therefore, meaningful work as one of the dimensions of workplace spirituality is positively affecting organizational commitment in PT. BPR Inti Ambarawa Sejahtera.
2. Based on the result, sense of community has no significant on organizational commitment. It implied that being part of community and having freedom of expression have no effect whether to stay committed or not. Therefore, sense of community as one of the dimensions of workplace spirituality is statistically insignificant to organizational commitment in PT. BPR Inti Ambarawa Sejahtera.
3. Based on the result, alignment with organizational value has significant and positive effect on organizational commitment. It implied that by feeling connected with organizational value, shared the same goal, and way that company prioritized the employee's overall health can affect whether they committed or not. Therefore, alignment with organizational value as one of

dimensions of workplace spirituality is positively affecting organizational commitment in PT. BPR Inti Ambarawa Sejahtera.

## **5.2 Managerial Implication**

PT. BPR INTI AMBARAWA SEJAHTERA employee already had a great relation with the organizational values and meaningful work. The company already held a workshop and seminars during team building occasionally before this study was conducted. However, if the company choose to improve it even further, there are few ways that they could do.

The simplest thing is to by acknowledge employees work by the higher up manager or even by co-worker. By acknowledging employee's work, it can make them think that the work that they do can give effect to the company. For example, the credit analysis, by acknowledge their work they can feels that what they do is important and have a meaning. The credit analysis is the main anchor whether the customers will get the financial help for their business. When their work is being acknowledge they will feel that their work has positive impact on the society, because they help their customer that need the company's financial help.

Based on the result, alignment with organizational value have the highest impact to organizational commitment. However, to improve alignment with organizational values even more, company could do volunteers activities that align with the organizational value. With implement it the company give exposure to the employee of what the company value are and to knowing company as well. Even though the working environment in PT. BPR INTI AMBARAWA SEJAHTERA is already good they still could improve the workplace spirituality even further they

could try to implement those suggestion as it might help to improve their view of the company value, and it also might improve the meaningful work of employee as well.

### **5.3 Research Limitation**

Researcher do realize that there will always be some limitation that will arise in this research. First, the result of this study might not be suitable for all organization because of the situation/environment on every organization can be varied. Second, some of the questionnaire consist of favorable and unfavorable questions which might lead into confusion. Third, the limited sample size of this study that might decrease the reliability of the study result. Fourth, further researcher can focus on the effect of workplace spirituality on the dimensions of organizational commitment, especially affective commitment.

### **5.4 Future Research**

For future research there are several suggestions. First, future researcher can include other variables, whether dependent variable or independent variable. Second, future researcher can focus the effect of workplace spirituality on the dimension of organizational commitment, especially affective commitment. Third, the data collection method also can be replaced with more person-to-person method, such as interview. Fourth, this research conducting its research on banking industry. Future research can be conducted on other type of industries such as travel industry, food industry, and other. Fifth, to just focus 1 type if question, either favorable or unfavorable to minimize the confusion of respondents.

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**APPENDIX I**  
**RESEARCH LATTER**



Ambarawa, 23 April 2021

Nomor : 013 /BPRIAS-AMB/UM/IV/2021

Lampiran : -

**Kepada Yth.**

**Dekan Universitas Atmajaya Yogyakarta**

**Fakultas Bisnis dan Ekonomika**

Perihal : Ijin Penelitian

Dengan hormat,

Yang bertanda tangan dibawah ini :

Nama : Dimen Limbong, S.E

Jabatan : Direktur Utama

Menerangkan bahwa :

Nama : Venina Maharani Pramono

NPM : 171223223

Alamat : Jl.Kemetiran Kidul No.03 Yogyakarta



Telah kami setuju untuk melaksanakan penelitian di PT. BPR Inti Ambarawa Sejahtera sebagai syarat penyusunan skripsi dengan judul

**“ PENGARUH SPIRITUALITAS TEMPAT KERJA TERHADAP KOMITMEN ORGANISASI “**

Demikian kami sampaikan.

Hormat kami,

PT. BPR Inti Ambarawa Sejahtera,

  
  
**Dimen Limbong, SE**  
**Direktur Utama**

CC. Arsip

**APPENDIX II**  
**QUESTIONNAIRE**



Bapak/Ibu yang terhormat.

Saya Venina Maharani Pramono, mahasiswa Fakultas Bisnis dan Ekonomika Universitas Atma Jaya Yogyakarta. Saat ini saya sedang melakukan penelitian untuk skripsi saya. Tujuan umum dari penelitian ini untuk membahas pengaruh spiritualitas kerja terhadap komitmen organisasional di PT. BPR Inti Ambarawa Sejahtera. Untuk diketahui bahwa spiritualitas kerja dan spiritualitas dalam agama merupakan hal yang berbeda.

Bapak/Ibu dipilih untuk menjadi calon responden dalam penelitian ini dikarenakan perlunya informasi dari Bapak/Ibu yang merupakan karyawan di PT. BPR Inti Ambarawa Sejahtera. Maka dari itu saya mohon bantuan dari Bapak/Ibu untuk meluangkan waktu guna menjawab kuesioner ini dengan lengkap. Penelitian ini telah mendapatkan izin dari pimpinan PT. BPR Inti Ambarawa Sejahtera tempat Bapak/Ibu bekerja. Jika terdapat pertanyaan lebih lanjut dapat ditanyakan melalui email peneliti.

Terima kasih atas perhatian dan Kerjasama Bapak/Ibu sekalian.

Hormat Saya,

Venina Maharani Pramono

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## **DATA RESPONDEN**

Untuk pertanyaan dibawah ini, pilihlah salah satu jawaban yang tersedia.

1. Jenis Kelamin
  - a. Pria
  - b. Wanita
2. Usia
  - a. < 25 tahun
  - b. 25 – 30 tahun
  - c. 31 – 35 tahun
  - d. > 35 tahun
3. Pendidikan
  - a. SMA/SMK
  - b. Diploma/D3
  - c. Sarjana/S1
  - d. Magister/S2 dan / atau Doktoral/S3
4. Lama Bekerja
  - a. < 1 tahun
  - b. 1 – 5 tahun
  - c. 5 – 10 tahun
  - d. > 10 tahun

## **KUESIONER PENELITIAN**

Berilah satu jawaban dari pilihan yang tersedia sesuai dengan keadaan anda.

Keterangan:

1(STS) : Sangat Tidak Setuju                      3 (N) : Netral                      5 (SS) : Sangat Setuju

2 (TS) : Tidak Setuju                      4 (S) : Setuju

### **BAGIAN I**

No.	Pertanyaan	1(STS)	2(TS)	3(N)	4(S)	5(SS)
1.	Saya merasa gembira dalam bekerja					
2.	Spirit saya dibangkitkan dengan bekerja					
3.	Pekerjaan berhubungan dengan apa yang saya kira penting dalam hidup					
4.	Saya tidak sabar untuk bekerja					
5.	Saya melihat adanya hubungan antara pekerjaan dan kebaikan sosial					
6.	Saya mengerti bahwa pekerjaan memberikan makna pribadi					
7.	Bekerja secara kooperative dengan sesama karyawan merupakan sesuatu yang dihargai					
8.	Saya merasa sebagai bagian dari komunitas					
9.	Saya percaya bahwa sesama rekan kerja akan saling mendukung					
10	Saya merasa bebas dalam mengekspresikan pendapat/opini					
11	Saya merasa bahwa karyawan sejalan/searah dengan tujuan bersama dalam perkerjaan					
12	Saya percaya bahwa sesama rekan kerja saling peduli satu sama lain					

13	Saya merasa sebagai bagian dari keluarga						
14	Saya merasa positif terhadap nilai-nilai organisasi						
15	Saya merasa bahwa organisasi peduli dengan kaum yang kesusahan						
16	Saya merasa bahwa organisasi peduli dengan semua karyawan						
17	Saya merasa bahwa organisasi memiliki hati Nurani ( <i>conscience</i> )						
18	Saya merasa terhubung dengan tujuan-tujuan organisasi						
19	Saya merasa bahwa organisasi peduli dengan kesehatan para karyawan						
20	Saya merasa terhubung dengan misi dari organisasi						
21	Saya merasa organisasi peduli dengan spirit saya						



## BAGIAN II

No.	Pertanyaan	1(STS)	2(TS)	3(N)	4(S)	5(SS)
1.	Saya merasa senang untuk menghabiskan masa karir saya di organisasi.					
2.	Saya merasa permasalahan organisasi merupakan permasalahan saya sendiri.					
3.	Saya tidak merasa bahwa saya merupakan bagian dari keluarga besar organisasi					
4.	Saya tidak merasa terikat secara emosional terhadap organisasi.					
5.	Saya merasa bahwa organisasi memiliki banyak makna pribadi bagi kehidupan saya					
6.	Saya mempunyai rasa memiliki yang kuat terhadap organisasi.					
7.	Saya merasa berat untuk meninggalkan organisasi saat ini, sekalipun jika saya ingin.					
8.	Saya merasa akan ada banyak hal dalam kehidupan saya yang terganggu jika saya memutuskan untuk meninggalkan organisasi saat ini					
9.	Saya merasa tetap bekerja di organisasi adalah kebutuhan saya saat ini					

10.	Saya memiliki terlalu sedikit pilihan alternatif karir, apabila ingin meninggalkan organisasi.					
11.	Saya merasa akan mendapatkan akibat yang serius jika saya meninggalkan organisasi, salah satunya adalah langkanya peluang alternatif karir yang ada saat ini.					
12.	Salah satu alasan saya tetap bekerja disini karena untuk berhenti dibutuhkan pengorbanan dan belum tentu organisasi lain memberikan kelebihan-kelebihan yang saya dapatkan saat ini					
13.	Saya tidak merasa wajib untuk tetap bekerja di organisasi					
14.	Saya tidak merasa itu menjadi hal yang benar untuk meninggalkan organisasi saat ini, meskipun itu akan menguntungkan saya					
15.	Saya merasa bersalah jika saya meninggalkan organisasi saat ini					
16.	Saya merasa organisasi layak menerima kesetiaan saya					
17.	Saya tidak meninggalkan organisasi saat ini karena saya memiliki rasa kewajiban kepada orang-orang dalam organisasi.					
18.	Saya merasa banyak berhutang budi kepada organisasi					



**APPENDIX III**  
**QUESTIONNAIRE RESULT**

Gender	Age	Education	Tenure
2	1	3	2
1	2	3	3
2	2	3	2
1	1	3	2
1	4	3	4
1	4	3	3
1	3	3	3
2	3	4	3
1	1	2	2
2	3	3	3
1	1	3	1
2	4	4	4
1	4	2	4
1	3	3	3
2	1	3	2
1	2	1	2
2	2	3	2
2	1	3	1
1	4	4	4
2	1	1	2
1	1	1	2
1	3	3	3
2	1	3	2
2	3	3	3
2	1	2	2
1	4	3	4
1	2	1	2
1	4	3	4
1	2	3	2
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1	4	3	4

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1	1	1	2



MW1	MW2	MW3	MW4	MW5	MW6
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5	5	5	4	5	4

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5	5	5	4	4	4

SC1	SC2	SC3	SC4	SC5	SC6	SC7
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OV1	OV2	OV3	OV4	OV5	OV6	OV7	OV8
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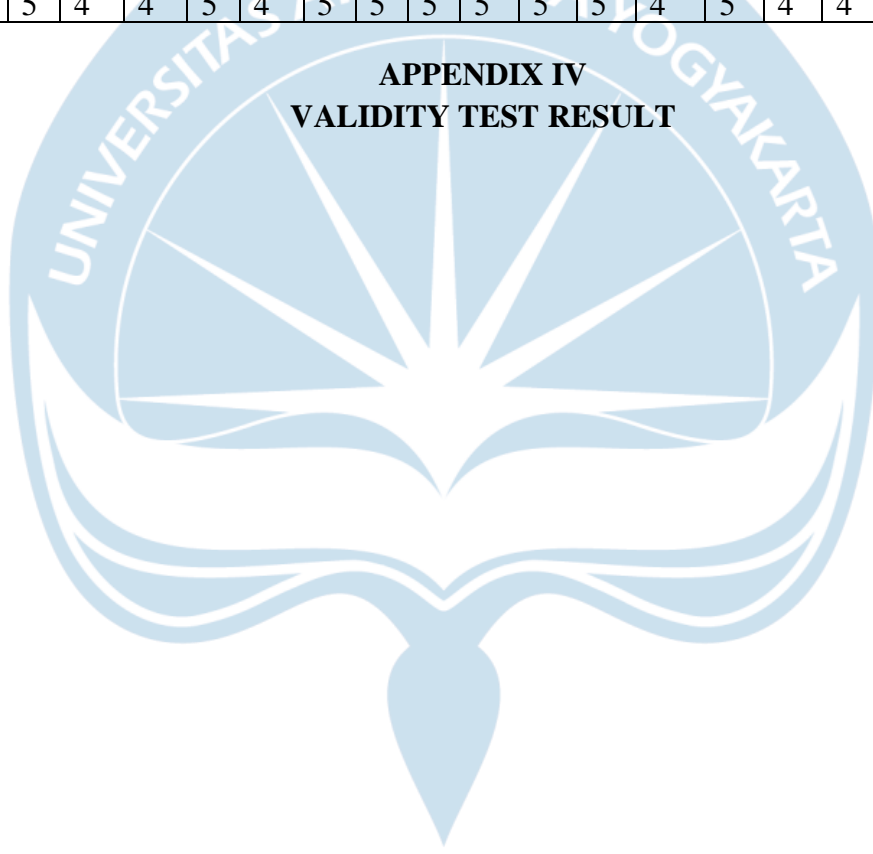


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4	5	4	4	4	5	4	5

O C 1	O C 2	R O C 3	R O C 4	O C 5	R O C 6	O C 7	O C 8	O C 9	O C 10	O C 11	O C 12	R O C 13	O C 14	O C 15	O C 16	R O C 17	O C 18
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**APPENDIX IV  
VALIDITY TEST RESULT**



Correlations

		MW 1	MW 2	MW 3	MW 4	MW 5	MW 6	X1.T_M W
MW1	Pearson Correlation	1	.453*	.216	.193	.149	.149	.579**
	Sig. (2- tailed)		.001	.145	.193	.317	.316	.000
	N	47	47	47	47	47	47	47
MW2	Pearson Correlation	.453*	1	.225	.455*	.281	.229	.723**
	Sig. (2- tailed)	.001		.128	.001	.055	.122	.000
	N	47	47	47	47	47	47	47
MW3	Pearson Correlation	.216	.225	1	.498*	.237	.194	.671**
	Sig. (2- tailed)	.145	.128		.000	.109	.192	.000
	N	47	47	47	47	47	47	47
MW4	Pearson Correlation	.193	.455*	.498*	1	.070	.090	.716**
	Sig. (2- tailed)	.193	.001	.000		.642	.547	.000
	N	47	47	47	47	47	47	47
MW5	Pearson Correlation	.149	.281	.237	.070	1	.290*	.476**
	Sig. (2- tailed)	.317	.055	.109	.642		.048	.001
	N	47	47	47	47	47	47	47
MW6	Pearson Correlation	.149	.229	.194	.090	.290*	1	.472**
	Sig. (2- tailed)	.316	.122	.192	.547	.048		.001
	N	47	47	47	47	47	47	47
X1.T_M W	Pearson Correlation	.579*	.723*	.671*	.716*	.476*	.472*	1
	Sig. (2- tailed)	.000	.000	.000	.000	.001	.001	
	N	47	47	47	47	47	47	47

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		SC1	SC2	SC3	SC4	SC5	SC6	SC7	X2.T_ SC
SC1	Pearson Correlation	1	.085	.206	.433**	.197	.113	.319*	.593**
	Sig. (2-tailed)		.568	.164	.002	.185	.449	.029	.000
	N	47	47	47	47	47	47	47	47
SC2	Pearson Correlation	.085	1	.082	.166	.495**	.162	.137	.489**
	Sig. (2-tailed)	.568		.585	.264	.000	.277	.357	.000
	N	47	47	47	47	47	47	47	47
SC3	Pearson Correlation	.206	.082	1	.183	-.003	.117	.357*	.506**
	Sig. (2-tailed)	.164	.585		.219	.982	.434	.014	.000
	N	47	47	47	47	47	47	47	47
SC4	Pearson Correlation	.433**	.166	.183	1	.163	.034	.326*	.557**
	Sig. (2-tailed)	.002	.264	.219		.273	.821	.025	.000
	N	47	47	47	47	47	47	47	47
SC5	Pearson Correlation	.197	.495**	-.003	.163	1	.677**	.259	.678**
	Sig. (2-tailed)	.185	.000	.982	.273		.000	.079	.000
	N	47	47	47	47	47	47	47	47
SC6	Pearson Correlation	.113	.162	.117	.034	.677**	1	.208	.555**
	Sig. (2-tailed)	.449	.277	.434	.821	.000		.160	.000
	N	47	47	47	47	47	47	47	47

SC7	Pearson Correlation	.319*	.137	.357*	.326*	.259	.208	1	.668**
	Sig. (2-tailed)	.029	.357	.014	.025	.079	.160		.000
	N	47	47	47	47	47	47	47	47
X2.T_SC	Pearson Correlation	.593**	.489**	.506**	.557**	.678**	.555**	.668**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	47	47	47	47	47	47	47	47

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

		OV 1	OV 2	OV 3	OV 4	OV 5	OV 6	OV 7	OV 8	X3.T_OV
OV1	Pearson Correlation	1	.115	.319*	.472**	.652**	.292*	.533**	.248	.732**
	Sig. (2-tailed)		.440	.029	.001	.000	.046	.000	.093	.000
	N	47	47	47	47	47	47	47	47	47
OV2	Pearson Correlation	.115	1	.406**	.383**	.148	.317*	.187	.148	.501**
	Sig. (2-tailed)	.440		.005	.008	.320	.030	.207	.320	.000
	N	47	47	47	47	47	47	47	47	47
OV3	Pearson Correlation	.319*	.406**	1	.330*	.392**	.383**	.350*	.238	.656**
	Sig. (2-tailed)	.029	.005		.024	.006	.008	.016	.107	.000
	N	47	47	47	47	47	47	47	47	47
OV4	Pearson Correlation	.472**	.383**	.330*	1	.382**	.416**	.410**	.156	.690**
	Sig. (2-tailed)	.001	.008	.024		.008	.004	.004	.294	.000
	N	47	47	47	47	47	47	47	47	47

OV5	Pearson Correlation	.652**	.148	.392**	.382**	1	.156	.257	.174	.652**
	Sig. (2-tailed)	.000	.320	.006	.008		.295	.082	.243	.000
	N	47	47	47	47	47	47	47	47	47
OV6	Pearson Correlation	.292*	.317*	.383**	.416**	.156	1	.444**	.444**	.642**
	Sig. (2-tailed)	.046	.030	.008	.004	.295		.002	.002	.000
	N	47	47	47	47	47	47	47	47	47
OV7	Pearson Correlation	.533**	.187	.350*	.410**	.257	.444**	1	.356*	.695**
	Sig. (2-tailed)	.000	.207	.016	.004	.082	.002		.014	.000
	N	47	47	47	47	47	47	47	47	47
OV8	Pearson Correlation	.248	.148	.238	.156	.174	.444**	.356*	1	.544**
	Sig. (2-tailed)	.093	.320	.107	.294	.243	.002	.014		.000
	N	47	47	47	47	47	47	47	47	47
X3.T_OV	Pearson Correlation	.732**	.501**	.656**	.690**	.652**	.642**	.695**	.544**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	47	47	47	47	47	47	47	47	47

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\* . Correlation is significant at the 0.01 level (2-tailed).

### Correlation

		OC 1	OC 2	OC3 R	OC4 R	OC 5	OC6 R	OC 7	OC 8	OC 9
OC1	Pearson Correlation	1	.283	.049	.352*	.503**	.338*	.360*	.307*	.168
	Sig. (2-tailed)		.054	.743	.015	.000	.020	.013	.036	.259
	N	47	47	47	47	47	47	47	47	47
OC2	Pearson Correlation	.283	1	.108	.234	.194	.064	.333*	.087	.147

	Sig. (2-tailed)	.054		.470	.113	.192	.671	.022	.561	.323
	N	47	47	47	47	47	47	47	47	47
OC3R	Pearson Correlation	.049	.108	1	.053	.022	.178	.319*	.375**	.312*
	Sig. (2-tailed)	.743	.470		.722	.884	.232	.029	.009	.033
	N	47	47	47	47	47	47	47	47	47
OC4R	Pearson Correlation	.352*	.234	.053	1	.396**	.379**	.429**	.278	-.082
	Sig. (2-tailed)	.015	.113	.722		.006	.009	.003	.059	.583
	N	47	47	47	47	47	47	47	47	47
OC5	Pearson Correlation	.503**	.194	.022	.396**	1	.187	.348*	.215	.139
	Sig. (2-tailed)	.000	.192	.884	.006		.209	.016	.147	.352
	N	47	47	47	47	47	47	47	47	47
OC6R	Pearson Correlation	.338*	.064	.178	.379**	.187	1	.163	.362*	.324*
	Sig. (2-tailed)	.020	.671	.232	.009	.209		.273	.012	.026
	N	47	47	47	47	47	47	47	47	47
OC7	Pearson Correlation	.360*	.333*	.319*	.429**	.348*	.163	1	.046	.048
	Sig. (2-tailed)	.013	.022	.029	.003	.016	.273		.758	.750
	N	47	47	47	47	47	47	47	47	47
OC8	Pearson Correlation	.307*	.087	.375**	.278	.215	.362*	.046	1	.161
	Sig. (2-tailed)	.036	.561	.009	.059	.147	.012	.758		.280
	N	47	47	47	47	47	47	47	47	47
OC9	Pearson Correlation	.168	.147	.312*	-.082	.139	.324*	.048	.161	1
	Sig. (2-tailed)	.259	.323	.033	.583	.352	.026	.750	.280	
	N	47	47	47	47	47	47	47	47	47
OC10	Pearson Correlation	.345*	.391**	.362*	0.000	.136	.125	.109	.290*	.411**

		Sig. (2-tailed)	.018	.007	.012	1.000	.361	.403	.465	.048	.004
		N	47	47	47	47	47	47	47	47	47
OC11		Pearson Correlation	.260	.199	.446**	.160	.224	.413**	.272	.350*	.279
		Sig. (2-tailed)	.078	.179	.002	.282	.130	.004	.064	.016	.058
		N	47	47	47	47	47	47	47	47	47
OC12		Pearson Correlation	.151	.248	.216	.250	.111	.138	.282	.203	.167
		Sig. (2-tailed)	.313	.092	.145	.090	.459	.355	.055	.172	.263
		N	47	47	47	47	47	47	47	47	47
OC13	R	Pearson Correlation	.189	.331*	.286	.180	.065	.389**	.277	-	.265
		Sig. (2-tailed)	.202	.023	.052	.225	.665	.007	.059	.827	.072
		N	47	47	47	47	47	47	47	47	47
OC14		Pearson Correlation	.278	.287	.068	.215	.325*	.150	.254	.204	.251
		Sig. (2-tailed)	.058	.050	.651	.146	.026	.315	.085	.169	.088
		N	47	47	47	47	47	47	47	47	47
OC15		Pearson Correlation	.411**	.153	.046	.038	.399**	.221	.291*	.105	.220
		Sig. (2-tailed)	.004	.306	.759	.802	.005	.135	.047	.481	.137
		N	47	47	47	47	47	47	47	47	47
OC16		Pearson Correlation	.292*	.223	.097	.148	.280	.101	.013	.221	.257
		Sig. (2-tailed)	.046	.132	.515	.321	.056	.498	.928	.136	.081
		N	47	47	47	47	47	47	47	47	47
OC17	R	Pearson Correlation	.231	.171	.100	.344*	.325*	.498**	.302*	.163	.425**
		Sig. (2-tailed)	.118	.250	.503	.018	.026	.000	.039	.274	.003
		N	47	47	47	47	47	47	47	47	47
OC18		Pearson Correlation	.262	.169	.314*	.225	.325*	.120	.251	.363*	.149



	Sig. (2-tailed)	.075	.255	.032	.128	.026	.423	.088	.012	.316
	N	47	47	47	47	47	47	47	47	47
Y.T_ OC	Pearson Correlation	.633**	.533**	.429**	.522**	.554**	.573**	.539**	.504**	.487**
	Sig. (2-tailed)	.000	.000	.003	.000	.000	.000	.000	.000	.001
	N	47	47	47	47	47	47	47	47	47

Correlation

		OC 10	OC 11	OC 12	OC1 3R	OC 14	OC 15	OC 16	OC1 7R	OC 18	Y.T_ OC
OC1	Pearson Correlation	.345*	.260	.151	.189	.278	.411**	.292*	.231	.262	.633**
	Sig. (2-tailed)	.018	.078	.313	.202	.058	.004	.046	.118	.075	.000
	N	47	47	47	47	47	47	47	47	47	47
OC2	Pearson Correlation	.391**	.199	.248	.331*	.287	.153	.223	.171	.169	.533**
	Sig. (2-tailed)	.007	.179	.092	.023	.050	.306	.132	.250	.255	.000
	N	47	47	47	47	47	47	47	47	47	47
OC3 R	Pearson Correlation	.362*	.446**	.216	.286	.068	.046	.097	.100	.314*	.429**
	Sig. (2-tailed)	.012	.002	.145	.052	.651	.759	.515	.503	.032	.003
	N	47	47	47	47	47	47	47	47	47	47
OC4 R	Pearson Correlation	0.000	.160	.250	.180	.215	.038	.148	.344*	.225	.522**
	Sig. (2-tailed)	1.000	.282	.090	.225	.146	.802	.321	.018	.128	.000
	N	47	47	47	47	47	47	47	47	47	47

OC5	Pearson	.13	.22	.11	.065	.32	.39	.28	.325	.32	.554*
	Correlation	6	4	1		5*	9**	0	*	5*	*
	Sig. (2-tailed)	.36	.13	.45	.665	.02	.00	.05	.026	.02	.000
	N	47	47	47	47	47	47	47	47	47	47
OC6	Pearson	.12	.41	.13	.389	.15	.22	.10	.498	.12	.573*
	Correlation	5	3**	8	**	0	1	1	**	0	*
	Sig. (2-tailed)	.40	.00	.35	.007	.31	.13	.49	.000	.42	.000
	N	47	47	47	47	47	47	47	47	47	47
OC7	Pearson	.10	.27	.28	.277	.25	.29	.01	.302	.25	.539*
	Correlation	9	2	2		4	1*	3	*	1	*
	Sig. (2-tailed)	.46	.06	.05	.059	.08	.04	.92	.039	.08	.000
	N	47	47	47	47	47	47	47	47	47	47
OC8	Pearson	.29	.35	.20	-	.20	.10	.22	.163	.36	.504*
	Correlation	0*	0*	3	.033	4	5	1		3*	*
	Sig. (2-tailed)	.04	.01	.17	.827	.16	.48	.13	.274	.01	.000
	N	47	47	47	47	47	47	47	47	47	47
OC9	Pearson	.41	.27	.16	.265	.25	.22	.25	.425	.14	.487*
	Correlation	1**	9	7		1	0	7	**	9	*
	Sig. (2-tailed)	.00	.05	.26	.072	.08	.13	.08	.003	.31	.001
	N	47	47	47	47	47	47	47	47	47	47
OC10	Pearson	.1	.23	.18	.233	.27	.13	.29	.050	.22	.494*
	Correlation	1	6	4		7	4	7*		6	*
	Sig. (2-tailed)		.11	.21	.115	.06	.37	.04	.738	.12	.000
	N	47	47	47	47	47	47	47	47	47	47

OC1 1	Pearson Correlation Sig. (2- tailed)	.23 6	1	.32 9*	.166	.11 7	.07 8	- 02 4	.251	.22 2	.511* *
	N	47	47	47	47	47	47	47	47	47	47
OC1 2	Pearson Correlation Sig. (2- tailed)	.18 4	.32 9*	1	-.021	.24 9	- 00 6	.08 2	.282	.06 2	.401* *
	N	47	47	47	47	47	47	47	47	47	47
OC1 3R	Pearson Correlation Sig. (2- tailed)	.23 3	.16 6	-.02 1	1	.19 2	.24 8	.31 3*	.237	.07 6	.487* *
	N	47	47	47	47	47	47	47	47	47	47
OC1 4	Pearson Correlation Sig. (2- tailed)	.27 7	.11 7	.24 9	.192	1	.16 0	.50 7**	.253	.26 4	.521* *
	N	47	47	47	47	47	47	47	47	47	47
OC1 5	Pearson Correlation Sig. (2- tailed)	.13 4	.07 8	-.00 6	.248	.16 0	1	.23 8	.282	.30 8*	.477* *
	N	47	47	47	47	47	47	47	47	47	47
OC1 6	Pearson Correlation Sig. (2- tailed)	.29 7*	-.02 4	.08 2	.313* *	.50 7**	.23 8	1	.139	.53 8**	.498* *
	N	47	47	47	47	47	47	47	47	47	47

OC1 7R	Pearson	.05	.25	.28	.237	.25	.28	.13	1	.07	.576*
	Correlation	0	1	2		3	2	9		0	*
	Sig. (2-tailed)	.738	.089	.055	.109	.086	.055	.351		.638	.000
	N	47	47	47	47	47	47	47	47	47	47
OC1 8	Pearson	.22	.22	.06	.076	.26	.30	.53	.070	1	.521*
	Correlation	6	2	2		4	8*	8**			*
	Sig. (2-tailed)	.127	.133	.678	.612	.073	.035	.000	.638		.000
	N	47	47	47	47	47	47	47	47	47	47
Y.T_ OC	Pearson	.49	.51	.40	.487	.52	.47	.49	.576	.52	1
	Correlation	4**	1**	1**	**	1**	7**	8**	**	1**	
	Sig. (2-tailed)	.000	.000	.005	.001	.000	.001	.000	.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**APPENDIX V**  
**RELIABILITY TEST RESULT**



Reliability Statistics  
Meaningful Work

Cronbach's Alpha	N of Items
.662	6

Reliability Statistics Sense of  
Community

Cronbach's Alpha	N of Items
.668	7

Reliability Statistics  
Alignment with  
Organizational Values

Cronbach's Alpha	N of Items
.790	8

Reliability Statistics  
Organizational Commitment

Cronbach's Alpha	N of Items
.829	18

**APPENDIX VI**  
**MULTIPLE REGRESSION RESULT**



Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.774 <sup>a</sup>	.599	.571	4.05607

a. Predictors: (Constant), X3.T\_OV, X2.T\_SC, X1.T\_MW

ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1057.130	3	352.377	21.419	.000 <sup>b</sup>
Residual	707.423	43	16.452		
Total	1764.553	46			

a. Dependent Variable: Y.T\_OC

b. Predictors: (Constant), X3.T\_OV, X2.T\_SC, X1.T\_MW

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	32.420	7.973		4.066	.000
X1.T_MW	.519	.235	.258	2.211	.032
X2.T_SC	-.055	.245	-.024	-.226	.823
X3.T_OV	1.015	.183	.620	5.549	.000

a. Dependent Variable: Y.T\_OC



**APPENDIX VI**  
**DESCRIPTIVE ANALYSIS RESULT**



Descriptive Statistics Meaningul Work

	N	Minimum	Maximum	Mean	Std. Deviation
MW1	47	2.00	5.00	4.34	0.81
MW2	47	2.00	5.00	4.28	0.80
MW3	47	2.00	5.00	4.38	0.85
MW4	47	2.00	5.00	3.98	1.15
MW5	47	3.00	5.00	4.34	0.64
MW6	47	3.00	5.00	4.32	0.69
Valid N (listwise)	47				

Descriptive Statistics Sense of Community

	N	Minimum	Maximum	Mean	Std. Deviation
SC1	47	2.00	5.00	4.43	0.68
SC2	47	3.00	5.00	4.68	0.52
SC3	47	2.00	5.00	4.36	0.74
SC4	47	3.00	5.00	4.55	0.58
SC5	47	3.00	5.00	4.06	0.76
SC6	47	3.00	5.00	4.40	0.54
SC7	47	2.00	5.00	4.49	0.72
Valid N (listwise)	47				

Descriptive Statistics Alignment with Organizational Value

	N	Minimum	Maximum	Mean	Std. Deviation
OV1	47	3.00	5.00	3.96	0.75
OV2	47	2.00	5.00	4.32	0.66
OV3	47	2.00	5.00	4.30	0.69
OV4	47	2.00	5.00	4.09	0.75
OV5	47	3.00	5.00	4.06	0.89
OV6	47	3.00	5.00	4.43	0.58
OV7	47	2.00	5.00	4.23	0.79
OV8	47	2.00	5.00	4.43	0.80
Valid N (listwise)	47				

Descriptive Statistics Organizational Commitment

	N	Minimum	Maximum	Mean	Std. Deviation
OC1	47	3.00	5.00	4.26	0.77
OC2	47	1.00	5.00	3.81	1.04
OC3R	47	4.00	5.00	4.51	0.51
OC4R	47	2.00	5.00	4.00	0.81
OC5	47	3.00	5.00	4.45	0.54
OC6R	47	2.00	5.00	4.13	0.71
OC7	47	4.00	5.00	4.55	0.50
OC8	47	2.00	5.00	4.47	0.78
OC9	47	2.00	5.00	4.51	0.66
OC10	47	4.00	5.00	4.49	0.51
OC11	47	4.00	5.00	4.53	0.50
OC12	47	3.00	5.00	4.60	0.54
OC13R	47	2.00	5.00	4.09	0.75
OC14	47	4.00	5.00	4.43	0.50
OC15	47	2.00	5.00	4.47	0.72
OC16	47	3.00	5.00	4.53	0.55
OC17R	47	1.00	5.00	4.00	0.86
OC18	47	2.00	5.00	4.53	0.72
Valid N (listwise)	47				

**APPENDIX VII**  
**DEMOGRAPHIC ANALYSIS RESULT**



Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Man	26	55.3	55.3	55.3
Woman	21	44.7	44.7	100.0
Total	47	100.0	100.0	

Age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 25 year old	13	27.7	27.7	27.7
25 - 30 year old	10	21.3	21.3	48.9
31 - 35 year old	9	19.1	19.1	68.1
> 35 year old	15	31.9	31.9	100.0
Total	47	100.0	100.0	

Education

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highschool (SMA/SMK)	7	14.9	14.9	14.9
Diplomat Degree (D3)	6	12.8	12.8	27.7
Bachelor Degree (S1)	31	66.0	66.0	93.6
Master Degree (S2) and/or Doctoral Degree (S3)	3	6.4	6.4	100.0
Total	47	100.0	100.0	

Tenure

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 1 year	2	4.3	4.3	4.3
1 - 5 year	22	46.8	46.8	51.1
5 - 10 year	15	31.9	31.9	83.0
> 10 year	8	17.0	17.0	100.0
Total	47	100.0	100.0	

**APPENDIX VIII**  
**EVIDENCE OF APPROVAL**

**Re: 158 Venina Consultation Card**



**Daniel Yudistya Wardhana, S.E., MEI.** <yudistya.wardhana@uajy.ac.id>  
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To: Venina Maharani Pramono

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Regards,

**Daniel Yudistya Wardhana**  
Staf Pengajar  
Departemen Manajemen Fakultas Bisnis dan Ekonomika  
Universitas Atma Jaya Yogyakarta

