

**PENGARUH IKLIM KOMUNIKASI ORGANISASI DAN
WORK MEANINGFULNESS TERHADAP KOMITMEN ORGANISASI
TENAGA KEPENDIDIKAN UNY**

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Abstrak

Strategi WFH di masa Pandemi Covid-19 memengaruhi iklim komunikasi dalam organisasi dan berdampak pada komitmen organisasi. Penelitian bertujuan untuk menganalisis pengaruh iklim komunikasi organisasi dan *work meaningfulness* terhadap komitmen organisasi pada tenaga kependidikan di Universitas Negeri Yogyakarta. Teknik pengambilan data menggunakan metode survei. Metode yang digunakan dalam penelitian ini adalah kuantitatif eksplanasi, dengan melibatkan 366 anggota populasi tending dengan status PNS. Penelitian ini menguji Teori Hubungan Manusiawi. Hipotesis penelitian ini adalah iklim komunikasi organisasi dan kebermaknaan kerja berpengaruh terhadap komitmen organisasi baik secara parsial maupun simultan. Metode analisis data yang digunakan analisis regresi. Penelitian ini menghasilkan iklim komunikasi organisasi berpengaruh terhadap komitmen organisasi secara parsial dengan koefisien korelasi parsial 0,315 dengan $p\text{-value} = 0,000$. Aspek iklim komunikasi organisasi yang paling memengaruhi komitmen organisasi adalah aspek dukungan. Kebermaknaan kerja berpengaruh terhadap komitmen afektif organisasi dengan koefisien korelasi parsial 0,347 dengan $p\text{-value} = 0,000$. Aspek kebermaknaan kerja yang paling memengaruhi adalah aspek *positive meaning*. Hasil analisis regresi linier berganda diperoleh nilai koefisien korelasi ganda (R) sebesar 0,516; koefisien determinan (R^2) 0,266; $F_{\text{Regresi}} 65,925$; dan signifikansi ($p\text{-value}$) dari F_{Regresi} sebesar 0,000. Iklim komunikasi organisasi dan *work meaningfulness* memengaruhi komitmen organisasi secara parsial dan simultan pada populasi penelitian. Penelitian ini berhasil menguji Teori Hubungan Manusiawi pada populasi tending yang berstatus sebagai PNS di UNY. Penelitian ini memberikan kontribusi terhadap kajian mengenai komitmen organisasi PNS yang dipengaruhi oleh iklim komunikasi dan kebermaknaan kerja.

Kata Kunci: komitmen organisasi, iklim komunikasi, kebermaknaan kerja

**THE INFLUENCE OF ORGANIZATIONAL COMMUNICATION CLIMATE
AND WORK MEANINGFULNESS TOWARDS THE ORGANIZATIONAL
COMMITMENT OF THE UNY EDUCATION PERSONNEL**

Abstract

The WFH strategy during the Covid-19 Pandemic affected the communication climate within the organization and had an impact on organizational commitment. The research aims to analyze the effect of organizational communication climate and work meaningfulness on organizational commitment to teaching staff at Yogyakarta State University. Data collection techniques using survey methods. The method used in this study is quantitative explanation, involving 366 members of the civil servant population. This study tests the Human Relations Theory. The hypothesis of this research is that organizational communication climate and work meaningfulness influence organizational commitment either partially or simultaneously. Data analysis method used regression analysis. This study resulted in the organizational communication climate partially influencing organizational commitment with a partial correlation coefficient of 0.315 with p-value = 0.000. The aspect of organizational communication climate that most influences organizational commitment is the aspect of support. The meaningfulness of work influences the affective commitment of the organization with a partial correlation coefficient of 0.347 with p-value = 0.000. The most influencing meaningful aspect of work is the positive meaning aspect. The results of multiple linear regression analysis obtained a multiple correlation coefficient (R) of 0.516; determinant coefficient (R²) 0.266; FRegression 65.925; and the significance (p-value) of FRegression is 0.000. Organizational communication climate and work meaningfulness affect organizational commitment partially and simultaneously in the study population. This study was successful in testing the Theory of Human Relations in a population of students with civil servant status at UNY. This research contributes to the study of the organizational commitment of civil servants which is influenced by the communication climate and the meaningfulness of work.

Keywords: organizational commitment, communication climate, work meaningfulness