

ABSTRACT

This study was conducted to determine the effect of compensation and work-family conflict on organizational commitment of teachers in Catholic Junior High School Mater Dei Pamulang. Respondents in this study were teachers at SMP Mater Dei who had served for more than 10 years and were married. This research was conducted on 30 respondents by using quantitative approach. Data analysis used is statistical analysis in the form of SEM-PLS. The results of this study indicate that t test compensation has a significant positive effect on Organizational Commitment of teachers in Catholic Junior High School Mater Dei Pamulang, and work-family conflict has no significant negative effect on Organizational Commitment of teachers in Catholic Junior High School Mater Dei Pamulang.

Keywords: Compensation, Work-Family Conflict, Organizational Commitment



ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh kompensasi dan work-family conflict terhadap organizational commitment guru di SMP Katolik Mater Dei Pamulang. Responden pada penelitian ini adalah guru-guru di SMP Mater Dei yang telah mengabdi selama lebih dari 10 tahun dan telah menikah. Penelitian ini dilakukan terhadap 30 responden dengan menggunakan pendekatan kuantitatif. Analisis data yang digunakan adalah analisis statistik dalam bentuk SEM-PLS. Hasil penelitian ini menunjukkan bahwa secara uji t kompensasi berpengaruh positif signifikan terhadap Organizational Commitment guru di SMP Katolik Mater Dei Pamulang, dan work-family conflict berpengaruh negatif tidak signifikan terhadap Organizational Commitment guru di SMP Katolik Mater Dei Pamulang.

Kata Kunci : Kompensasi, Work-Family Conflict, Organizational Commitment

