

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, kualitas kehidupan kerja dan kompetensi terhadap komitmen organisasi di PT Kereta Api Indonesia (Persero) Daerah Operasi 8 Surabaya. Disiplin kerja diukur dengan tingkat kehadiran, tata cara kerja, kepatuhan, kesadaran kerja, tanggung jawab. Kualitas kehidupan kerja diukur dengan upah, lingkungan kerja yang mendukung, diberikan kesempatan secara bebas dalam meningkatkan kemampuan yang dimiliki, hubungan sosial yang terjalin di tempat kerja, diberikannya hak-hak karyawan selama bekerja. Kompetensi diukur dengan pengetahuan, keterampilan, perilaku. Kemudian Komitmen organisasi diukur dengan komitmen afektif, komitmen kontinyu, komitmen normatif.

Jenis penelitian ini kuantitatif. Populasi pada penelitian ini adalah karyawan PT Kereta Api Indonesia (Persero) Daop 8 Surabaya. Pengambilan sampel menggunakan metode *probability sampling* bahwa setiap anggota populasi memiliki peluang yang sama untuk diambil sebagai sampel. Sampel sebanyak 63 karyawan ditentukan dengan menggunakan metode *probability sampling* berdasarkan rumus Slovin. Dan metode *simple random sampling* digunakan untuk mengumpulkan data kuesioner. Analisis data dilakukan dengan metode regresi linier berganda menggunakan program SPSS 25.

Berdasarkan hasil penelitian ini menunjukkan bahwa disiplin kerja, kualitas kehidupan kerja dan kompetensi berpengaruh positif dan signifikan terhadap komitmen organisasi PT Kereta Api Indonesia (Persero) Daop 8 Surabaya.

Kata Kunci : disiplin kerja, kualitas kehidupan kerja, kompetensi, komitmen organisasi

ABSTRACT

This research aimed to find out the effect of work discipline, work-life quality, and competence on organizational commitment at PT KAI (Persero) Operational Area 8, Surabaya. Work discipline was measured by attendance level, work regulation, compliance, work awareness, and responsibility. While work-life quality was measured by wages, a supportive environment, large opportunities to develop competence, social relationships, and fulfilled working right. Meanwhile, competence was measured by knowledge, skill, and behavior. The organizational commitment was measured by the affective commitment and continued and normative commitment.

The research was quantitative. Moreover, the population was employees at PT. KAI (Persero) Operational Area 8, Surabaya. The data collection technique used probability sampling, in which all members of the population had equal opportunities to be taken as a sample. In line with that, there were 63 samples with the Slovin formula as the instrument. Furthermore, the sampling technique used simple random sampling with questionnaires as the instrument. The data analysis technique used multiple linear regression with SPSS 25.

The result concluded that work discipline, work-life quality, and competence had a positive and significant effect on organizational commitment at PT. KAI (Persero) Operational Area 8, Surabaya.

Keywords: *Work Discipline, Work-Life Quality, Competence, Organizational Commitment*



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M. Faisal, Pd., M.Pd

STIESIA Language Center
M. Pd.