

# FACTORS AFFECTING COMMITMENT ORGANIZATION AT THE PROVISION IMPLEMENTATION HOUSING CENTER SULAWESI I

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## ABSTRACT

This study aims to determine the factors that influence organizational commitment at the Sulawesi I Housing Provision Agency.

This type of research is descriptive research with a quantitative approach. The type of data used is primary data and secondary data with data sourced from observations, questionnaires and documentation. The population in this study amounted to 26 people who are substantive employees totaling 17 people and civil servants 9 people.

The results of this test are hypothesized to be able to test the factors that influence organizational commitment at the Sulawesi I Housing Implementation Center. It has been tested that the level of organizational commitment can be influenced by personal factors. The influence of personal factors is 93.85%. The results of this study indicate that in general it confirms the hypothesis that has been stated previously that the existence of personal factors affects organizational commitment.

**Keywords:** personal factors affect organizational commitment

## INTRODUCTION

Humans are one of the main drivers of the smooth running of the organization. The human role strategically provides added value and competitive advantage if the organization is able to manage it effectively and efficiently. Every organization has a goal to be achieved together with all its members. Efforts to achieve goals are made so that the organization is able to compete and survive in the business environment. Therefore, organizational leaders must be able to direct people according to their goals.

Leaders need to provide opportunities for employees to participate in the form of ideas, innovations, opinions or criticisms that can build the agency. Leaders also appreciate having to respect and respect employees so that employees' self-commitment to the organization arises.

Having competent and committed human beings will have a positive effect on the progress and success of achieving agency goals effectively and efficiently. Organizational success is not only how to develop employee competence but also how to develop commitment to the organization. Therefore, no matter how high the agency's goals will not be achieved if there is no commitment from members of the organization. Organizational commitment is a condition where employees are involved in the organization and its goals and desire to be loyal to the organization.

Organizational commitment is an attitude of employee loyalty and is an ongoing process of how someone expresses their concern for the success and goodness of their organization.

Organizational commitment is the relative strength of the identification of individuals and their involvement in a

particular organization, including belief, support for the goals and values of the organization, and a strong will to be loyal to the organization. In other words, organizational commitment is an employee's level of confidence in the agency so as to encourage certain achievements.

Organizational commitment allows for a very close relationship with the organization, where employees are willing to participate actively in it and reflect the employee's will to continue working at the agency.

This organizational commitment is indicated by three things, namely, a person's strong desire to remain a member of his organization, the willingness to drive effort for his organization, and belief and acceptance of the values and goals of the organization [13].

Therefore, management or agencies need to pay attention to various things that can increase organizational commitment. With the strong organizational commitment of each employee, it will create a sense of responsibility so that they will work optimally and devote all their thoughts and energy for the sake of the institution. Institutions that have employees with low levels of organizational commitment will find it difficult to achieve goals because employees do not try to maximize their efforts to advance the agency, do not support the values, vision and mission of the organization, and feel uncomfortable working in the organization so that it has a negative impact, namely the turnover rate and employee absenteeism. Tall one. Employees with low organizational commitment tend to only care about their own interests which ultimately affect the individual's performance.

Organizational commitment is not formed immediately. For this reason, there are several factors that influence the emergence of organizational commitment.

Several factors that influence the emergence of commitment to the company into four categories, namely: 1) individual characteristics including age; length of service; achievement motive; gender; ethnic group; race; and personality factors; 2) Job characteristics which include clarity and alignment of roles; feedback; job challenges; autonomy; opportunity to interact; and the core dimensions of the job; 3) Structural characteristics which include the degree of formality; functional dependency; decentralization; level of participation in decision making; and control functions within the company; and 4) Work experience at the company [13].

Factors influencing organizational commitment are expected to seek ways to increase employee organizational commitment. The Central Sulawesi I Housing Provision Agency is one of the agencies engaged in assistance for low-income communities and those who do not yet have a suitable house for habitation or who do not have a house at all. Programs from the Implementation Center for the Provision of Housing for Sulawesi I include the BSPS house (Stimulant Housing Assistance for Self-Help) which receives housing construction assistance from the ministry in the amount of Rp. 17,000,000,- plus a work wage of Rp. 2.000.000,- and PSU paving road assistance for housing. Each developer submits a proposal for road assistance.

Apart from that, there is also a flat aid program for students and the underprivileged community. And the last is assistance for a special house for fishermen. Organizational commitment defines. Organizational commitment in which the degree to which employees believe and accept the goals of the organization [13].

## **RESEARCH METHODS**

The type of research used in this research is associative research with a

quantitative approach. The method intends to obtain clear information about the problem under study, as well as to analyze the research data. Associative research is research that expresses the influence between two or more variables, [15].

Quantitative research is research that is used to obtain data that has occurred in the past or present, about beliefs, opinions, characteristics, men, relationships between sociological and psychological variables from samples taken from certain populations, data collection techniques and observations of interviews or questionnaires that are not in-depth and the results of this study tend to be generalized [15].

This research was conducted at the Sulawesi I Housing Provision Agency. Sources of data obtained from this study are the results obtained from observations, questionnaires/ questionnaires and documentation or other sources that can be justified.

The data analysis technique was carried out using the multiple linear regression formula. The formula used is as follows  $Y = a + b_1 + b_2 + b_3 + b_4$  [15]

Description :

Y = dependent variable

X = Independent variable

a = Constant (value of Y if X = 0)

b = Regression coefficient (increase or decrease value)

## RESEARCH RESULT

Instrument testing is needed to see to what extent the questionnaire used in the study can be relied upon as a data collection tool by conducting a validity test (Pearson correlation). The instrument was tested on 26 respondents.

The reference for decision making in determining whether the questionnaire is valid is by looking at the Pearson correlation value with a cut off of 0.3 so

that if the value shows  $> 0.3$  then the questionnaire is declared valid. The following instrument testing also involves a reliability test to see how far the questionnaire used is relied upon as a data collection tool by means of a Cronbach alpha value with a cut off of 0.6 so that if the value shows  $> 0.6$  then the questionnaire is declared reliable. The results of testing the validity and reliability.

The results of the Pearson Correlation test show that each statement item contained in the questionnaire, both variables X1 (Personal Factors), X2 (Job Characteristics), X3 (Structural Characteristics), X4 (Work Experience) and Y (Organizational Commitment) variables show more value. greater than 0.3 so that the researcher concludes that the questionnaire used is valid. The results of Cronbach's Alpha test show that all of the statement items contained in the questionnaire are variables X1 (Personal Factors), X2 (Job Characteristics), X3 (Structural Characteristics), X4 (Work Experience) and Y (Organizational Commitment), showing a value of more than 0,6 so that the researcher concludes that the questionnaire used is reliable.

## DISCUSSION

The form of motivation that is triggered by job characteristics refers to the urgency of the work whether with the presence of the task, employees will be motivated to ignore personal interests or prioritize the interests of the institution. Furthermore, job characteristics refer to the presence or absence of employee motivation in completing the work on time.

Job characteristics are also identified with the presence or absence of

enthusiasm in employees in solving problems together. In this study, it was found that in the Sulawesi I Housing Provision Agency, employee commitment from the aspect of job characteristics is very visible from this dimension. This indicates that cooperation has become a characteristic and even entrenched within the Sulawesi I Housing Provision Agency.

This condition needs to be maintained and even continued to be encouraged so that it can take root and become the basic values adopted by the organization. The results of the hypothesis prove that job characteristics also influence employee commitment at the Sulawesi I Housing Implementation Center. The better the job characteristics that are highlighted, the stronger the organizational commitment.

Job characteristics are also a trigger for high and low employee turnover. Several empirical findings involving respondents from private company employees have also proven that of the many resilience employees the main reason is because the job characteristics that are judged to be not in accordance with employee expectations.

The leadership's ability to create and strike a balance in assigning duties and responsibilities enables employees to feel at home in the organization. Because the main task of distribution is in accordance with the composition of the employee's ability. It means that a strong organizational structure in an effort to achieve organizational goals results in an increase in organizational commitment. This opinion is strengthened by the findings of the researchers based on the analysis of respondents' answers which concluded that the structural character of the Sulawesi I Housing Provision Agency was seen in how the leadership played an

important role in regulating and assigning duties and responsibilities. The results of hypothesis testing also prove that structural characteristics are one of the factors that have a very significant influence on organizational commitment.

#### **Test the Validity and Reliability of the Instrument variable X**

To test the instrument validity of the variables in this study, the product moment correlation formula was used. To determine whether the instrument is valid or not, the following conditions apply: (a) If  $t$  count  $t$  table with a significance level of 0.05, then the instrument is said to be valid; (b) If  $r$  count  $<$   $r$  table with a significance level of 0.05, then the instrument is said to be invalid.

Based on the results of validity testing carried out from the results of the questionnaire instrument test of personal factors (X1), job characteristics (X2), structural characteristics (X3), work experience (X4) which amounted to 18 statement items and tested on 26 respondents, this study uses SPSS program analysis assistance version 22.00

From the data obtained that the Reliability Statistics of Cronbach's Alpha, the reliability value of the questionnaire instrument which was declared valid from the personal factor variable (X1) amounted to 15 statement items of 93.85. When compared with the criteria the instrument is declared reliable if the reliability value is  $>$  0.5 then the results are  $0.924 >$  0.5 so it can be concluded that the instrument measuring the variables X<sub>1</sub>, X<sub>2</sub>, X<sub>3</sub>, X<sub>4</sub> is declared valid and reliable.

#### **Test the Validity and Reliability of Learning Quality Instruments (Variable Y)**

The test of the validity of the organizational commitment instrument (Variable Y) used in this study also uses the Product Moment formula from

Pearson, namely by correlating the total score for each item with the total score of the organizational commitment variable (Variable Y) obtained from the results of the trial on 26 respondents.

Based on the results of validity testing carried out from the results of the questionnaire instrument test of organizational commitment variable (Y) which amounted to 4 statement items and tested on 26 research respondents using the SPSS version 22.00 analysis program, the output of the validation results was obtained as follows.

From the Cronbach's Alpha Reliability Statistics table, the reliability value of the questionnaire instrument which was declared valid from the organizational commitment variable (Y) amounted to 4 statement items of 98,154. When compared with the criteria the instrument is declared reliable if the reliability value is  $> 0.5$  then the results are  $98.154 > 0.5$  so it can be concluded that the instrument measuring the learning quality variable (Y) is declared valid and reliable.

#### **Data Normality Test**

The data normality test aims to test whether in a data regression model the dependent variable and the independent variable have a normal data distribution or not. This normality test was tested using the Kolmogorov-Smirnov test model.

From the results of the normality test using the Kolmogorov-Smirnov test method, the significance result of the normality test of 0.515 is obtained where the results are greater than the 0.05 significance level, so it can be concluded that the normality test in this study is normally distributed.

#### **Simple Regression Test**

Statistically, the hypothesis is defined as a statement about the state of the population (parameters) that will be tested

for truth based on data obtained from the research sample (statistics). Thus, in statistical calculations, the null hypothesis ( $H_0$ ) is tested, so the null hypothesis is a statement that there is no relationship, influence, or difference between the parameters and statistics, and the opposite is the Alternative hypothesis ( $H_a$ ) which states that there is a relationship, influence, or difference between parameters with statistics.

Based on the regression analysis conducted to see whether the factors that influence organizational commitment have a positive and significant effect on organizational commitment at the Sulawesi I Housing Provision Agency using SPSS program assistance.

Observing the results of the analysis from the table above, the regression coefficient used is the Standardized Coefficients, the regression equation  $Y = 98.254 + 0.208x$  shows that the Y variable has a constant value of 98.154 and will experience a change of 4.765 for each increase if it is influenced by the Personal Factor variable. Variable  $Y = 98,154$  will experience a change of 3,691 for each increase if it is influenced by variable factors of job characteristics. Variable  $Y = 98,154$  will experience a change of 2,617 for each change of 2,617 for each increase if it is influenced by the structural characteristic factor variable. Variable  $Y = 98,154$  will experience a change of 4.974 for each increase if it is influenced by the work experience variable.

States that each addition of one value to teacher competence (variable X) will give an increase in score of 0.208, which means that if teacher competence (variable X).

Based on the equation, it can be seen that personal factors, work characteristics,

structural characteristics, work experience (X1, X2, X3, X4) have a positive influence on organizational commitment (variable Y) with the influence value of Standardized Coefficients = 0,459

### 1. Hypothesis testing

The R - Square value is 0.211, which means that personal factors on organizational commitment (variable X1) affect the quality of learning (variable Y), as evidenced by the positive influence of personal factors (variable X1) on organizational commitment (variable Y) in the office.

Executor of Housing Provision for Sulawesi I with a significant level of 0.05. The hypothesis is accepted if  $p > 0$  and the hypothesis is rejected if  $p < 0$ . The results of hypothesis testing produce a regression coefficient of 0.459 with a positive value and a significant level of  $0.459 > 0.05$  so that it can be concluded that personal factors, job characteristics, structural characteristics, work experience positive effect on organizational commitment.

Furthermore, to test the hypothesis whether personal factors, job characteristics, structural characteristics, work experience have a significant effect on organizational commitment using the t test which can be seen at the output  $t_{count}$  by comparing with t-table. For testing with t table that is, if  $t_{count} > t_{table}$  then  $H_a$  is accepted and  $H_0$  is rejected, whereas if  $t_{count} < t_{table}$  then  $H_0$  is rejected and  $H_a$  is accepted.

In the unstandardized coefficient column, the constant value is 13,762 and the t value is 4.765. So the value of  $t_{count} > t_{table}$  which means that the constant has a positive effect on the regression model, which means that the variables X1 factor (personal), X2 (job characteristics), X3 (structural characteristics), X4 (work

experience) affect the regression model. So it can be concluded that  $t_{arithmetic} > t_{table}$  is  $4.765 > 1.708$  (X1)  $t_{arithmetic} > t_{table}$  is  $3.691 > 1.708$  (X2),  $t_{arithmetic} > t_{table}$  is  $2.617 > 1.708$  (X3),  $t_{arithmetic} > t_{table}$  is  $4.974 > 1.708$  (X4) or falling in the area of acceptance of  $H_a$  this means that  $H_a$  is accepted and  $H_0$  is rejected.

Thus the research findings can be concluded that personal factors, work characteristics, structural characteristics, work experience have a positive and significant effect on organizational commitment.

The output results in the Tests of Normality table in the Kolmogorov-Smirnov a column above, it is concluded that the independent variable influences personal factors (X1), job characteristics (X2), structural characteristics (X3), work experience (X4) on the dependent variable organizational commitment (Y). It can be seen that the value of correlation (R) is 0.459. The coefficient of determination (R square) is 0.211, which means that the influence of personal factors, job characteristics, structural characteristics, work experience on the quality of organizational commitment is 21.1%.

The results of this study indicate that in general it confirms the research that has been carried out previously that there is a significant influence of personal factors, job characteristics, structural characteristics, work experience on organizational commitment at the Sulawesi I Housing Implementation Center (2015) which proves that competence has a significant influence. Significant

The results of hypothesis testing on the regression equation  $Y = 28.078 + 0.208x$  state that if there is no increase in the value of personal factors (variable X1), job

characteristics (variable X2), structural characteristics (variable X3), work experience (variable X4) then the quality value organizational commitment (variable Y) is 28078. The regression coefficient of 0.208 states that each addition of one value to personal factors (variable X1), job characteristics (variable X2), structural characteristics (variable X3), work experience (variable X4) will increase a score of 0.208.

Based on the equation, it can be seen that personal factors (variable X1), job characteristics (variable X2), structural characteristics (variable X3), work experience (variable X4) have a positive influence on organizational commitment (variable Y) with the influence value of Standardized Coefficients = 0,459. R - Square value is 0.211 which means that personal factors (variable X1), job characteristics (variable X2), structural characteristics (variable X3), work experience (variable X4) affect organizational commitment (variable Y), in prove that there is a positive effect of personal factors (variable X1), job characteristics (variable X2), structural characteristics (variable X3), work experience (variable X4)) on organizational commitment (variable Y) at the Sulawesi I Housing Implementation Center.

Significant level 0.05. The hypothesis is accepted if  $p > 0$  and the hypothesis is rejected if  $p < 0$ . The results of hypothesis testing produce a regression coefficient of 0.476 with a positive value and a significant level of  $0.459 > 0.05$  so that it can be concluded that personal factors (variable X1), job characteristics (variable X2), structural characteristics (variable X3), work experience (variable

X4) have a positive effect on organizational commitment.

In testing the hypothesis whether personal factors (variable X1), job characteristics (variable X2), structural characteristics (variable X3), work experience (variable X4) have a significant effect on organizational commitment at the Balai Implementing Housing Provision Sulawesi I using the t test which can be seen at the output  $t_{count}$  by comparing with  $t_{table}$ . For testing with  $t_{table}$  that is, if  $t_{count} > t_{table}$  then  $H_0$  is accepted and  $H_a$  is rejected, whereas if  $t_{count} < t_{table}$  then  $H_0$  is rejected and  $H_a$  is accepted.

In the unstandardized coefficient column coefficient table, the constant value is 13,762 and the  $t_{count}$  value is 4.790 (X1), the constant value is 12.671 and the  $t_{count}$  value is 3.168 (X2), the constant value is 17.137 and the  $t_{count}$  value is 4,359 (X3), the constant value is 11,173 and the  $t_{count}$  value of 3.415 (X4) So the value of  $t_{arithmetic} > t_{table}$  which means that the constant has a positive effect on the regression model which means that the variables X1, X2, X3, X4 (personal factors, job characteristics, structural characteristics, work experience) affect the regression model. So it can be concluded that  $t_{arithmetic} > t_{table}$  is  $3.620 > 0.361$  or falls in the area of acceptance of  $H_a$  this means that  $H_a$  is accepted and  $H_0$  is rejected.

Thus, the researches findings can be concluded that personal factors, job characteristics, structural characteristics, work experience have a positive and significant impact on organizational commitment at the Sulawesi I Housing Provision Center.

## CONCLUSION

Based on the results of research and data analysis in this study, it can be concluded:

The output results in the Tests of Normality table for the Kolmogorov-Smirnov column <sup>a</sup> above concluded that the independent variables influence personal factors, job characteristics, structural characteristics, work experience (X1, X2, X3, X4) on the dependent variable organizational commitment (Y). The results of hypothesis testing on the regression equation  $Y = 98,154 + 4,765 + 3,691 + 2,617 + 4,974$ .

Based on the equation, it can be seen that personal factors, job characteristics, structural characteristics, work experience (variable X1,X2,X3,X4) has a positive influence on organizational commitment (variable Y) with the influence value of Standardized Coefficients = 0,459. R - Square value is 0,211 which means that personal factors, job characteristics, structural characteristics, work experience(variable X1,X2,X3,X4)) has an effect on organizational commitment (variable Y), as evidenced by the positive influence of personal factors, job characteristics, structural characteristics, work experience(variable X1,X2,X3,X4) on organizational commitment (variable Y) at the Sulawesi I Housing Provision Agency with a significant level of 0.05. The hypothesis is accepted if  $p > 0$  and the hypothesis is rejected if  $p < 0$ .

In the unstandardized coefficient column coefficient table, the constant value is 13.765 and the t- count value is 4.790.(X1), the constant value is 12.671 and the t- count value is 3.168(X2), the constant value is 17.137 and the t- count value is 4.359(X3), the constant value is 11.173 and the t- count value is 3.415(X4) So the value of  $t_{\text{arithmetic}} > t_{\text{table}}$  which means that the constant has a positive effect on the regression model which means that the variables X 1, X2, X3, X4 ( personal factors, job characteristics, structural characteristics, work experience ) affect the regression model. So it can be

concluded that  $t_{\text{arithmetic}} > t_{\text{table}}$  is  $3.620 > 1.708$  or falls in the area of acceptance of  $H_a$  this means that  $H_a$  is accepted and  $H_0$  is rejected. Thus, the research findings can be concluded that personal factors, job characteristics, structural characteristics and work experience have a positive and significant impact on organizational commitment at the Central Sulawesi Housing Provision Implementation Center.

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