

PENGARUH *PSYCHOLOGY CAPITAL* TERHADAP *ORGANIZATIONAL COMMITMENT* PADA SALESMAN TAKING ORDER

**Jayi Adit Pranata¹ Siti Nur'aini²
Danan Satriyo Wibowo³**

Universitas Muhammadiyah Jember

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh *psychology capital* terhadap *organizational commitment* pada *salesman taking order*. *Psychology capital* merupakan suatu kondisi psikologis individu yang memiliki karakteristik ditandai dengan adanya *self efficacy*, *hope*, *optimism* dan ketahanan. *Psychology capital* merupakan salah satu factor personal individu yang memiliki pengaruh terhadap *organizational commitment*.

Metode Penelitian ini menggunakan Kuantitatif dengan bentuk hubungan kausal. Peneliti mrnggunakan sampel jenuh yakni seluruh jumlah populasi sebanyak 57 *salesman* dijadikan sebagai sampel. Skala yang digunakan dalam penelitian kali ini menggunakan jenis skala *likert* yaitu *organizational commitment quetioner (OCQ)* dan *psychologi capital quetioner (PCQ)*.

Berdasarkan hasil uji hipotesis yang dilakukan dapat dilihat bahwa hipotesis H_1 diterima dan H_0 ditolak. Menggunakan uji *regresi linier* didapat hasil bahwa *psychology capital* mampu mempengaruhi *organizational commitment* dengan prosentase sebesar 50,3% dan sisanya dipengaruhi oleh variabel lain yang tidak termasuk dalam penelitian ini.

Kata Kunci : *Organizational commitent*,
Psychological capital

1. Peneliti
2. Dosen Pembimbing

**THE EFFECT OF PSYCHOLOGY CAPITAL ON ORGANIZATIONAL
COMMITMENT IN SALESMAN TAKE ORDERS**

Jayi adit Pranata¹, Siti Nur'aini²

Danan Satriyo Wibowo³

Faculty Of Psychology, University Of Muhammadiyah Jember

ABSTRACT

This study aims to determine the effect of psychology capital on organizational commitment in salesman taking orders. Psychological capital is an individual psychological condition characterized by self-efficacy, hope, optimism and resilience. Psychological capital is one of the individual personal factors that have an influence on organizational commitment.

This research method uses quantitative forms of causal relationships. The researcher used a saturated sample, that is, the entire population of 57 salesmen was used as a sample. The scale used in this study uses a Likert scale, namely the organizational commitment questionnaire (OCQ) and the psychological capital questionnaire (PCQ).

Based on the results of the hypothesis testing conducted, it can be seen that the H1 hypothesis is accepted and H0 is rejected. Using a linear regression test, the results show that psychology capital is able to influence organizational commitment with a percentage of 50.3% and the rest is influenced by other variables not included in this study.

**Keywords: Organizational Commitment
Psychological Capital**

1. Researcher
2. First Supervisor