

ARTICLE

## The Relationship Between Organizational Climates And Organizational Commitment With Employee Work Discipline

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### ABSTRACT

This study aims to determine: (1) the state of the organizational climate; (2) the state of the organization's commitment; (3) the level of employee labor discipline ; (4) the relationship of the organizational climate to the work discipline of employees; (5) the relationship of organizational commitment to the discipline of an employee; and (6) the relationship of organizational climate and organizational commitment to employee work discipline. The research method used is a quantitative approach with a correlational descriptive design. The data source used is all the Padang Education Office employees. Data collection techniques used questionnaires and were analyzed using Pearson's Product Moment Correlation analysis technique. The results of this study are that the organizational climate and organizational commitment are in the very high category, in the work discipline are in the high category, and there is a significant relationship between the organizational climate and work discipline, there is a significant relationship between organizational commitment and work discipline , and there is a significant relationship between an organizational climate and organizational commitment with the work discipline of employees of the Padang Education Office.

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## 1. Introduction

An educational government institution will be able to achieve effective and efficient goals if it has an organization with positive performance. Positive organizational performance depends on the performance of each individual. Therefore, employees as well as human resources are the determinants of the success of an organization because they are the ones who manage all the activities that lead to the goals of the organization to be achieved. The proper utilization of resources in managing an organization determines the success and sustainability of the organization. For this reason, it is necessary to increase and develop human resources so that human resources can improve their abilities. One aspect of the strength of the man's resources is work discipline because it has a strong impact on the organization or institution to achieve success in pursuing the goals that have been planned.

Discipline comes from internal human beings which require moral development of work as an effort to prevent violations of mutually agreed provisions (Sayekti and Ulfatin, 2004). The performance will not be optimal if it is not accompanied by compliance with applicable norms and regulations in the organization. Rivai (2004) says that "the better the discipline of employees in an organization, the higher

the work performance that can be achieved. On the contrary, without good employee discipline, it is difficult for a company to achieve optimal results".

Maintaining and improving discipline is a very difficult thing because many factors affect it. The organizational climate also acts as a psychological means that affects the behavior of organizational members, formed as a result of organizational actions and interactions between members of the organization (Tarigan, 2016). As stated by Wirawan (2007) the organizational climate is "the perception of members of the organization and those who are in constant contact with the organization regarding what is or happens in the internal environment of the organization on a regular basis, which affects the attitudes and behaviors of the organization and the performance of the members of the organization that determines organizational performance".

Research conducted by Maulana (2013), stated that 45.42% of work discipline in employees at BKD Cimahi City is influenced by organizational climate factors. The organizational climate will be very helpful in efforts to increase employee work discipline, so that it will create a very high level of job satisfaction. A positive work environment will produce a comfortable, safe and conducive work atmosphere and increase the competitive advantage resulting from the results of each employee's hard work so that job satisfaction arises.

Another thing to consider is the element of commitment to the organization. Organizational commitment represents the identification and involvement of a person who is relatively strong in the organization. Steers and Porter (in Sopiah, 2008:156) say that "a form of commitment that arises is not only passive loyalty but also involves an active relationship with a work organization that has the aim of providing all efforts for the success of the organization in question". This means that an employee who has a commitment to the organization interprets work with the sublime of indicating their fish close to the discipline of work they will achieve.

Basically, carrying out commitments is tantamount to carrying out obligations, responsibilities, and promises that limit one's freedom to do something. On the other hand, commitment means the obedience of a person in acting in line with his promises. The higher the degree of employee commitment, the higher the performance achieved. Getting stronger commitment, is the stronger one's tendency to be directed toward actions in accordance with standards (Imronuddin, 2013).

Based on research conducted by Febriani (2013) stated that 35.5% of organizational commitments have a relationship with the work discipline of PT. Tyfountex Indonesi aGumpang Kertasura. Organizational commitment is one of the important factors in influencing employee work discipline. Because psychologically employees carrying out work in a company, are individuals who carry different characteristics and have different needs so there must be a binder of attitudes in the company so that a complete unity and dynamic relationship occurs (Priyatama in Febriani, 2013). Based on some of the information above, it is clear that the organizational climate and organizational commitment affect the employee's work discipline.

## 2. Experimental

This research uses a quantitative approach, namely with the multinational multivariate multiple creational method, and a correlational descriptive type of research. Descriptive research is research that aims to describe a phenomenon as it is at the time it was carried out (Wiyono, 2007: 28). Correlational research is research that aims to determine the relationship between two or more variables that can be measured quantitatively (Wiyono, 2007: 28). This study examines the relationship between organizational climate (X 1) and organizational commitment (X2) as independent variables/predictor; with work discipline (Y) as its dependent variable or criterium. The relationship model is contained in Figure 1.

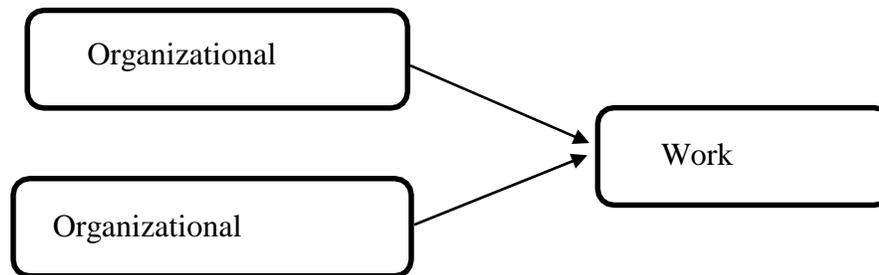


Figure 1. Research Variable Relationship Mode

The total population of 120 employees was sampled by 91 employees. This number of samples is obtained from the results of the calculation of the Slovin Formula formula (Umar, 2004: 78). Furthermore, the Proportional Random Sampling technique is used to determine the size of the sample in each field of work. Meanwhile, random techniques are used to determine the individual employees who will be sampled. Many samples taken from each field can be seen in Table 1.

**Table 1 Number of Samples Each Field**

No.	Field	Number of samples
1.	Secretariat	28
2.	Primary Education	13
3.	Non-Formal Education	8
4.	Educators and Education Personnel	9
5.	Youth and Sports	12
6.	Supervisor	21
Total Employees		91

This research instrument is in the form of a questionnaire or a closed questionnaire. Data analysis techniques use descriptive analysis techniques with the statistical analysis program SPSS 13 for windows. Descriptive analysis techniques to describe the condition or level of organizational climate, organizational commitment, and work discipline of employees of the Padang Education Office. The magnitude of the effective contribution of all free variables: organizational climate ( $X_1$ ) and organizational commitment ( $X_2$ ) to the work discipline bound variable ( $Y$ ), can be known from the output value of  $R^2$  (R Square) from the results of the double correlation analysis.

### 3. Results and discussion

The frequency distribution of the organization's climate score showed from 91 respondents who were in the score interval: 23 to 39 seb 0 respondents (0%); 40 to 40 to 0 56 as many as 1 respondents (1.09%); 57 to 73 as many as 22 respondents (24.17%); and 74 up to 92 as many as 68 respondents (74.73%). So that the largest or dominant percentage value is 74.73% which is categorized as very high. Calculations show that the average value of the organizational climate variable is 79. If the average of each respondent shows the number 79 is at intervals 74-92 in very high category. Then it can be concluded that the organizational climate of the Padang City Education Office in the category is very high.

The distribution of the frequency of the organizational commitment score showed from 91 respondents who were in the score interval: 16 to 16 to 16. 27 as many as 1 respondent (1.10%); 28 to 28 to 28 39 as many as 6 respondents (6.59%); 40 to 40 to 40 51 as many as 26 respondents (28,57%); and 52 to 64 as many as 58 respondents (63.73%). So that the largest or dominant percentage value is

63.73% which is categorized as very high. The calculation results show that the average value of the organizational commitment variable is 52. If the average of each respondent shows the number 52 is at intervals of 52-64 in the very high category. So it can be concluded that the commitment of the organization of the Padang Education Office in the category is very high.

The distribution of the frequency of employee discipline scores showed from 91 respondents who were in the score interval: 15 to 26 as many as 0 respondents (0%); 27 to 37 as many as 0 respondents (0%); 38 to 38 to 38 48 million 12 respondents (13.18%); and 50 up to 60 as many as 79 respondents (86.81%). So that the largest or dominant percentage value is 86.81% which is categorized as very high. The results of the calculations show that the average value of the labor discipline variable is 53. If the average of each respondent shows the number 53 is at intervals of 49-60 then it is in the very high category. It can be concluded that the work discipline of employees of the Padang Education Office in general is in the very high category.

The hypothesis tested in the first hypothesis test is: there is no relationship between the organizational climate (X1) and the work discipline (Y) of the employees of the Padang Education Office. The H<sub>0</sub> criterion is accepted if  $r_{count} < r_{table}$  and H<sub>1</sub> is rejected, if  $r_{count} \geq r_{table}$  or  $sig\ r \leq 0.05$  then H<sub>0</sub> is rejected and receives H<sub>1</sub>. Based on the results of the analysis shows for the organizational climate variable (X1) the calculated r value of  $0.349 > r_{table}\ 0.204$ . This shows that the correlation value between organizational climate and work disciplinepegawai Padang Education Office is  $0.349 > 0.204$  or  $sig\ r\ 0.001 < 0.005$ , then the hypothesis testing criteria in this study state H<sub>0</sub> is rejected. This can be interpreted to mean that there is a relationship between the organizational climate and the work discipline of employees of the Padang City Education Office. The hypothesis tested in the second hypothesis test is: there is no relationship between organizational commitment (X2) and work discipline (Y) employees of the Padang Education Office. Criterion H<sub>0</sub> is accepted if  $r_{count} < r_{table}$  and H<sub>1</sub> is rejected, if  $r_{count} \geq r_{table}$  or  $sig\ r \leq 0.05$  then H<sub>0</sub> is rejected and accept H<sub>1</sub>. Based on the results of the analysis, it shows that for the organizational commitment variable (X2) the calculated r value is  $0.430 > r_{table}\ 0.204$ . This shows that the correlation value between organizational commitment and work discipline of employees of the Padang Education Office is  $0.430 > 0.204$  or  $sig\ r\ 0.000 < 0.005$ , then the hypothesis testing criteria in this study state H<sub>0</sub> is rejected. This can be interpreted to mean that there is a relationship between organizational commitment and the work discipline of employees of the Padang City Education Office.

The hypothesis tested on the third hypothesis test is: there is no relationship between the organizational climate (X<sub>1</sub>) and organizational commitment (X<sub>2</sub>) with the work discipline (Y) of employees of the Padang Education Office. Criterion H<sub>0</sub> is accepted if  $F_{counts} < F_{table}$  and H<sub>1</sub> is rejected, if  $F_{counts} \geq F_{table}$  or  $sig\ R < 0.05$  then H<sub>0</sub> is rejected and receives H<sub>1</sub>. Based on the results of the analysis shows that the calculated F value is  $11.346 > F_{table}\ 3.94$ . This shows that the correlation value between organizational commitment and work discipline of employees of the Padang Education Office is  $11,346 > 3.94$  or  $sig\ R\ 0.000 \leq 0.005$ , then the hypothesis testing criteria in this study state H<sub>0</sub> is rejected. This can be interpreted to mean that there is a relationship between the organizational climate (X<sub>1</sub>) and organizational commitment (X<sub>2</sub>) with the work discipline (Y) of employees of the Padang City Education Office. The output value of R<sup>2</sup> (R Square) from the double correlation analysis = 45.3% means that the contribution of organizational climate effectiveness, organizational commitment and work discipline of employees of the Padang Education Office. While the remaining 54.7% is the amount of effective contribution derived from other variables.

#### 4. Conclusion

The main conclusion is that "there is a significant relationship between the organizational climate and organizational commitment and the work discipline of the employees of the Padang Education Office." This means that the higher the organizational climate and organizational commitment, the higher the level of work discipline. While the specific conclusions obtained are: (1) the organizational climate

includes the elements and dimensions of the organizational climate in belonging to the very high category; (2) organizational commitment includes elements and dimensions of organizational commitment fall into a very high category; (3) work discipline includes the elements and dimensions of work discipline of employees of the Padang Education Office including in the very high category; (4) there is a significant relationship between the organizational climate and the work discipline of employees of the Padang Education Office. This means that the higher the organizational commitment of an employee, the higher the level of disiplin work. (5) there is a significant relationship between organizational commitment and the work discipline of employees of the Padang Education Office. This means that the higher the organizational climate , the higher the level of work discipline.

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