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SURAT KETERANGAN

Nomor: Un.03/UPT-PPB/KP.01.2/271/2013

Dengan ini kami menerangkan bahwa bahasa Inggris dalam Abstrak skripsi mahasiswa :

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telah dikoreksi oleh Tim Korektor UPT-Pusat Pengembangan Bahasa UIN Maulana Malik Ibrahim Malang. Akan tetapi, kami tidak bertanggung jawab terhadap isi dari Abstrak tersebut.

Demikian surat keterangan ini dibuat untuk dipergunakan sebagaimana mestinya.

Malang, 25 September 2013

a.n. Kepala
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ABSTRACT

Pravita Sari, Aprillian. 2013. The Relationship Between Organizational Culture Organizational Commitment in PT Bank BRISyariah Malang, Thesis, Faculty of Psychology, State Islamic University Maulana Malik Ibrahim Malang.

Supervisor : Endah Kurniawati, M.Psi.

Key Words : Organizational Culture, Organizational Commitment

PT Bank BRISyariah is the third largest Islamic bank by its assets. It operated officially on November 17, 2008. PT Bank BRISyariah has a variety of products and services which promote Islamic ethic included in an organizational culture to improve the quality of life and bring the mind tranquility to its employees and customers. The employees belived and carried out the organizational culture regularly as a characteristic that differentiates it from other companies. Therefore, they will be proud to be committed with their job. Robbins states that organizational culture serves to facilitate the emergence of commitment.

Based on the description, the researchers is interested to conduct research that aims to: (1) to find out the organizational culture in PT. Bank BRISyariah Malang, (2) to find out the organizational commitment, (3) and to find out the relation between organizational culture and organizational commitment in PT. Bank BRISyariah Malang.

This study is a quantitative research using a correlational research. The sample in this study is population sampling including all 108 employees of PT. Bank BRISyariah Malang. From the entire sample, only 64 people respond the questionnaires. The techniques of data collection in this study are questionnaires and interviews. Data from the questionnaires are analyzed for validity and reliability. Then categorized and processed using product moment correlation analysis.

Based on analysis, the bank has a strong organizational culture with percentage 94%. It means that employees believe and implement organizational culture. It is later integrated into the organization and be a personal characteristic differentiating it from other organizations. The organizational commitment in PT Bank BRISyariah is classified as moderate with percentage 86%. It means that the commitment is not strong and easily influenced. It may bring a negative impact to the company. The correlation test employs SPSS 16 for windows. It indicates inverse relationship between organizational culture (X) ($R = -0.289$ and $p = 0.021$) and organizational commitment (Y). It means that the stronger the organizational culture, the lower the organizational commitment and vice versa. Therefore, the weaker the organizational culture the higher organizational commitment.