

ABSTRACT

Setyaningrum, Fifin Ardila. 2013. Profile Commitment Affective Counsellor in Malang. Thesis. Faculty of Psychology. State Islamic University Maulana Malik Ibrahim Malang.

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Synopsis

Counsellor has variety of tasks, but there are some problems such as limited hours of a class, limitation of consellor number, many counsellor who do not have the appropriate educational background that requires, so counsellor need affective commitment to himself in order to perform tasks job very well.

Affective commitment represents a psychological attachment to the organization. Individuals survive in the organization because they want to. This commitment indicates the involvement of mental and emotional individual against the organization. Individuals who have a high affective commitment will identify themselves, engage more deeply, and enjoy membership in the organization as it has been revealed by Prabowo (2004:82). This study aims to know the level of counsellor's affective commitment high school in Malang in whole or in gender differences and levels of employment agencies.

The research method used is quantitative, with 46 subjects counsellor with simple random sampling technique and using Amos program to conduct confirmatory factor analysis on a scale of affective commitment with the result that the affective commitment scale for counsellor qualified suitability models and very feasible to use.

The results of the analysis of the data showed that as many as 60.9%, overall counsellor' in junior high school and senior high school in Malang has affective commitment in the high category. In the descriptive analysis found that more women counsellor that have affective commitment than men counsellor with $t = 2.004$ and $p = 0.025$ ($p < 0.05$). There are differences in the level of emotional connection between counsellor with learners, happiness in work and loyalty in carrying to work. Affective commitment counsellor at the junior high school had a higher affective commitment to the value of $t = 2.047$ and $p = 0.023$ ($p < 0.05$) than in high school. The difference can be seen from the counsellor's pride in their job status.

Keywords: Affective Commitment, Counsellor