

ABSTRACT

Fitriyatunur. Qurnia.2013. *The Relation between Organizational Commitment and Competence of Employees with Work Engagement at Division of Munitions PT. Pindad (Persero) Turen Malang.* Thesis, Faculty of Psychology at the State Islamic University of Maulana Malik Ibrahim Malang.

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Work engagement is an attitude and behavior shown by an employee in working with expressing herself up well in cognitive aspects, physically, and emotionally. A factor who assumed can affect work engagement is the organizational commitment and competence of employees. By the presence of organizational commitment and competence of employees high an employee will be totally in working by finding meaning in work, pride, and having a relationship with vision and mission a whole a company. But otherwise, if the organizational commitment and competence of employees lower employee low then work done will not maximum that can hinder the achievement of the aim of the company.

This study was formulated to determine the level of organizational commitment, the level of competence of the employees, the level of work engagement, and is there a relationship between organizational commitment and competence of employees with work engagement at Division of Munitions PT. Pindad (Persero) Turen Malang. The hypothesis is there is a relationship between organizational commitment and competence of employees with work engagement at Division of Munitions PT. Pindad (Persero) Turen Malang.

The design of this study used a quantitative approach. The population in this study were employees in the Division of Munitions PT. Pindad (Persero) Turen-Malang. Sampling technique with random sampling techniques, the number of samples in this study 80 subjects, and data analysis using multiple linear regression with SPSS 19 for windows.

This research result indicates that the majority of the subject of study having the rate of commitment of the organization of employees high with the number of 48 people (60%), it goes to show organizational commitment very strong and employees of trying to reach the value and objective of the company. The level of competence of employees who high with the number of 69 people (86,25%) this would mean an employee able to perform as superior. The level of work engagement in this research included in the category of high with the number of 54 people (67,50%). Based on testing against the hypothesis of this research, obtained the result multiple linear regression between organizational commitment and competence of employees with work engagement showing that the value of R_{x1x2y} 0,561. In other words a hypothesis which suggest that there was a positive relationship between organizational commitments and competence of employees with work engagement is accepted.