

ABSTRACT

Ristiani, Rima Fuji, 2013. The Role of Shared Trust and Organizational Commitment of Employees in PT. Pindad (Persero) Turen-Malang.

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Organizational commitment was a manner of totality of individual in the organization or company where this individual worked. This individual did anything that was determined in the stipulation of organization or company, and therefore, sense of belonging into organization/company was strong in such individual. Shared trust was a kind of interpersonal relationship which based on positive expectation toward faith and belief, and also its expression through deed and words. Indeed, shared trust was important in the organization. Organizational commitment was established when employees as the member of organization believed that company regulation supported the situation and condition that were facilitating the optimum performance (Ancok, 2005).

Problem in this research was how the role of shared trust was for organizational commitment among employees at PT. Pindad (Persero) Turen-Malang. The objective of research was to understand the significant positive relationship between shared trust and organizational commitment of employees at PT. Pindad (Persero) Turen-Malang.

Research type was correlational quantitative. The role of shared trust was independent variable, while organizational commitment was dependent variable. *Product Moment* correlation technique was used to test the positive relationship between the role of shared trust and organizational commitment. The category of shared trust and organizational commitment was determined by measuring *mean* and *deviation standard*, and followed by percentage analysis. Research subject was 90 employees of PT. Pindad (Persero) Turen-Malang. The sample was 41 employees who were selected through *purposive sampling* technique. Two scales were used as the measuring tool, which were shared trust scale and organizational commitment scale. The scales were arranged by the author in the form of Likert scale containing 40 items.

Result of research indicated that 32 employees (78.05 %) gave high value for the role of shared trust while 9 employees (21.96 %) showed moderate value. There were 37 employees (90.24 %) who had high organizational commitment, while 4 employees (9.76%) showed moderate organizational commitment. Based on the result of analysis of *Product Moment*, it was shown a positive relationship between the role of shared trust and the organizational commitment by $r = 0.452$, $p = 0.003$, meaning that the higher role of shared trust was related to the higher organizational commitment of employees.