

ABSTRACT

Mua'wanah, Risalatul. 2014. The Integrity Employees Correlation with Organizational Effectiveness at Bina Avia Persada. Thesis, The Psychology Faculty of the State Islamic University of Maulana Malik Ibrahim Malang
Lector: Rony Andik Irawan, M.Sc., Psi

Keywords: Integrity Employee, Organization Effectiveness

There are many problems that occur in the company. One of the problems in the organization are organizational effectiveness. Effectiveness of the organization into one of the problems in the company because in principle any organization established as a forum for achieving certain goals.

The effectiveness of an organization is the level of accuracy or success of the organization in achieving the same goals between management and employees in order to meet common needs. Many factors influence organizational effectiveness. Broadly speaking, these factors are internal factors and external factors. Internal factors lies in the employees in the company. According Bagir (in Supriyanto, 2006; 104-105), Integrity in turn can create reliability, credibility (trustworthy), and effectiveness. Thus, the integrity of employees is one factor that is important for the present in order to realize the effectiveness of the organization's employees. Integrity is the synchronization between the employee or incompatibility of feelings with words and words with deeds workforce do the job using the power and ability in the organization or company.

The purpose of this study was to determine whether there is a correlation or relationship between the independent variable is the integrity of the employee with the dependent variable is the effectiveness of the organization in Bina Avia Persada. Respondents in this study amounted to 31 employees. The method used here is a quantitative method with a correlation approach. The technique of collecting data using questionnaires. Response options on the questionnaire in the form of two-point Guttman scale developed by Louis Guttman that agree and disagree. The types of questions in the questionnaire of this study are favorable and unfavorable. Scale study here consists of two scales, namely the scale integrity of employees and organizational effectiveness scale.

Test the validity of using a statistical formula product moment. Test reliability using Cronbach alpha formula. Normality using the Kolmogorov Smirnov test. Linearity test using Compare Means Test for Linearity. And to determine the correlation or relationship between the integrity of the effectiveness of the organization's employees use the product moment correlation formula. All test data analysis will be performed using the computer program SPSS for windows release 20.0.

The analysis of the data found based on that there was a significant positive relationship between the integrity of employees with organizational effectiveness. Closeness of the relationship is on the level of the relationship. Here means that if the integrity of high employee will increase organizational effectiveness. Applicable versa, low employee integrity will decrease the effectiveness of the organization.