

# Pengaruh beban kerja, stres kerja, dan kompensasi terhadap komitmen organisasi yang dimediasi oleh motivasi di Satuan Lalu Lintas Polres Bogor = Effect of workload, work stress, and compensation on organizational commitment mediated by motivation at Bogor Traffic Police Unit

Vino Lestari, author

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## Abstrak

Penelitian ini dilakukan untuk mengkaji pengaruh beban kerja, stress kerja dan kompensasi terhadap komitmen organisasi anggota Satuan Lalu Lintas Polres Bogor. Komitmen organisasi bagi anggota satuan lalu lintas sangat penting untuk mewujudkan pelayanan dalam ketertiban lalu lintas di masyarakat bogor. Pertanyaan penelitian yang akan dijawab dalam penelitian ini adalah bagaimana pengaruh beban kerja, stres kerja, kompensasi dan motivasi terhadap anggota di Satlantas Polres Bogor. Penelitian ini melibatkan 68 anggota satuan lintas sebagai sampel yang dipilih secara random sampling. Hasil penelitian ini menunjukkan bahwa berdasarkan matrik korelasi beban kerja mempunyai korelasi negatif dengan komitmen organisasi ( $r = -0.873; p < 0.00$ ); stress kerja berkorelasi negatif dengan komitmen ( $r = -0.807; p < 0.00$ ); kompensasi berkorelasi positif dengan komitmen ( $r = 0.851; p < 0.00$ ); dan motivasi berkorelasi positif dengan komitmen ( $r = 0.804; p < 0.00$ ). Dari keseluruhan tersebut, variabel beban kerja dan kompensasi mempunyai korelasi yang paling kuat terhadap komitmen organisasi.

Temuan penelitian menggunakan analisis structural equation model (SEM) bahwa beban kerja memiliki pengaruh langsung terhadap komitmen ( $r = -0.348; p < 0.00$ ), beban kerja mempunyai pengaruh negatif terhadap motivasi ( $r = 0.103; p < 0.00$ ) dan motivasi mempunyai pengaruh terhadap komitmen ( $r = 0.258; p < 0.00$ ). Selanjutnya hasil SEM juga menemukan bahwa stress kerja berpengaruh negatif terhadap motivasi ( $r = 0.368; p < 0.00$ ) dan stress berpengaruh langsung terhadap komitmen ( $r = -0.137; p < 0.00$ ). Pada akhirnya, kompensasi berpengaruh terhadap motivasi ( $r = 0.368; p < 0.00$ ) dan kompensasi berpengaruh langsung terhadap komitmen ( $r = 0.262; p < 0.00$ ). Dengan demikian, secara keseluruhan beban kerja mempunyai pengaruh kuat yang langsung terhadap komitmen organisasi, sedangkan stres kerja dan kompensasi lebih berpengaruh terhadap motivasi dibandingkan beban kerja. Stres kerja dan kompensasi menjadi perhatian penting bagi usaha meningkatkan komitmen organisasi.

This research was conducted to examine the effect of workload, work stress and compensation on organizational commitment of members of the Bogor Police Traffic Unit. Organizational commitment for traffic unit members is very important to realize service in traffic order in the Bogor community. The research question that will be answered in this study is how the influence of workload, work stress, compensation and motivation on members of the Bogor Police Traffic Police. This study involved 68 members of the cross unit as a sample selected by random sampling.

The results of this study indicate that based on the correlation matrix workload has a negative correlation with organizational commitment ( $r = -0.873; p < 0.00$ ); work stress has a negative correlation with commitment ( $r = -0.807; p < 0.00$ ); compensation has positive correlation with commitment ( $r = 0.851; p < 0.00$ ); and motivation positively correlated with commitment ( $r = 0.804; p < 0.00$ ). Of these, the workload and compensation variables have the strongest correlation to organizational commitment. Research findings

using structural equation modeling (SEM) analysis show that workload has a direct effect on commitment ( $r = -0.348$ ;  $p < 0.00$ ), workload has a negative effect on motivation ( $r = 0.103$ ;  $p < 0.00$ ) and motivation has an influence on commitment ( $r = 0.258$ ;  $p < 0.00$ ). Furthermore, SEM results also found that job stress has a negative effect on motivation ( $r = 0.368$ ;  $p < 0.00$ ) and stress has a direct effect on commitment ( $r = -0.137$ ;  $p < 0.00$ ). In the end, compensation has an effect on motivation ( $r = 0.368$ ;  $p < 0.00$ ) and compensation has a direct effect on commitment ( $r = 0.262$ ;  $p < 0.00$ ). Thus, overall workload has a strong direct effect on organizational commitment, while work stress and compensation have more of an effect on motivation than workload. Job stress and compensation are important concerns for efforts to increase organizational commitment.