

ABSTRACT

OSI SUHAERANI. 2015. *Relationship Perception on Mutation With Organizational Commitment (Esa University Study On Employee Excellence)*. (Supervised by: Dra. Sulis Mariyanti, Psi., M.Si. And Dra. Safitri, M. Si.)

Employees should be able to perceive the mutation as a positive thing that can lead to employee commitment to the company is high. In fact, most employees Esa Unggul University where employees perceive negative mutation would feel mutations will increase the burden of employees and something unpleasant. Discomfort employees in perceiving the mutation led to an attitude different commitment to the company.

This study aimed to determine the relationship of perception of mutations and how employees perceive the mutation as well as the type of organizational commitment is more dominant. The technique used in this study is correlational techniques. The research instrument used was the questionnaire perception of mutations with organizational commitment questionnaire. Population and sample are employees of Esa Unggul University totaling 161 people consisting of faculty and staff remain.

This study analyzes using Spearman method. Test the validity of using the product moment correlation test reliability while using the Cronbach alpha. The results showed that the correlation value of 0224 and sig. 0004 which is pointing to a positive relationship between the variables that low perception of mutations with organizational commitment. This means that employees who perceive a positive mutation will bring high organizational commitment. Likewise employees who perceive negative mutation, will bring a low organizational commitment.

Keywords: Employees, Perceptions of mutation and organizational commitment