

THE INFLUENCE OF RELIGIOSITY TOWARDS ORGANIZATIONAL COMMITMENT, JOB SATISFACTION AND PERSONAL PERFORMANCE

Wening N., Choerudin A.*

Abstract: The objectives of this research to examine the influence of religiosity include belief, commitment and behavior dimensions towards organizational commitment, job satisfaction and personal performance. The research was conducted on education staff (lecturer) of private and public university in Yogyakarta, Indonesia. The number of research samples was 100 education staff and determined based on purposive sampling methods, the response rate was 66%. In analyzing the data, researcher used regression analysis to test all of hypothesis. The interesting finding in this research was religiosity variable (belief dimension) not to influence towards organizational commitment. The conclusion of the respondent belief was not influence to individual commitment in the organization. The research introduces the religiosity towards organizational commitment, job satisfaction and individual performance in education staff (lecturer) of private and public university and gives interesting findings.

Key words: religiosity, organizational commitment, job satisfaction, personal performance.

Introduction

The success of individual in the business because of intellectual and emotional intelligence, referring to the high level of spiritual intelligence person. Often prevail even the presence of the success of person or institution not from the result of struggle outwardly (factors resulting from intellectual and emotion) but resulting from spiritual intelligence (e.g. constancy faith and craft serve). Research on spirituality has become a general trend in the study of business. Term “*spiritual intellectual*” has replaced intelligent and emotional quotient problem. In accordance, this case faith hence the level of each employee in companies will influence on behavior or attitude and the value of the job of employees. Job attitude is covering motivation of job satisfaction, ethics of work commitment labor and organization. Job attitude in general will affect on labor productivity.

Martin (1976) and Rokeach (1968) in Ghazali (2002) explained the relationship between child religiosity and attitude employees can be explained in the point of view of theory of personality who stated that their level of religiosity will be part of identity of an employee or personality. Personality and value in turn be important to find out in the organization and attitude of employees. Bozeman and Murdock (2007) with 765 questionnaire data drawn from the National Administrative Studies Project-III was used to multiple regression shows that religious public managers tend to have a stronger orientation towards job security.

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Marri, Sadozai, Zaman and Ramay (2012) used random sampling technique to collect data of 397 respondents from 25 institutions of agriculture sector of Pakistan. The empirical testing indicates that Islamic work ethics has positive impact on job satisfaction and organizational commitment.

Religiosity derived from a "*religious, religio*", was the root or religare. Relegare having the sense of cautious and the anglo-saxons or strict rules, while religare means binding (Ghazalba, 1985). Thus in simple religious be interpreted as a series of rules, the obligations to be done by personal in order to bind, a person or group of people in connection with the lord, fellow man and nature. Religious personal is an individual mental structure as a whole remain focused on absolute value creation and satisfactory (Adisubroto, 1992). The aspect or dimensions of religiosity according to Glock and Stark (1968) and Paloutzian (1996) covering the dimensions of faith, meaning, knowledge, places of worship, and experience. While this study using the dimensions of trust, commitment and behavior as performed by Ghozali (2002) and Adisubroto (1992).

In 2002, a research to make a problem as follows: (1) what is the impact of a belief that religiosity and behavior of organization, (2) the satisfaction of organization on the work and (3) the fulfillment of how to work. The study of the professors held in Jogjakarta, Indonesia, this has objective to influence religiosity: (1) to conduct of a belief the dimensions of the organization and behavior, (2) to satisfaction of the organization on the work, and (3) the fulfillment of the impact on productivity.

Literature Review

Religiosity tend to be appreciative on the perceived value religious sublime, although it is located in a container other religions (Ghozali, 2002). Religiosity according to Glock and Stark (1968) in Ancok (1989): (1) the involvement of ritual is the level of the extent to which activities someone do ritualistic in their religion; (2) ideological the involvement of which is the level of the extent to which people accept the things dogmatic in their religion, for example about god, angel, heaven and hell; (3) intellectual involvement describe how far a person aware of the teaching of his religion, how far activity of a person in increasing knowledge his religion; (4) the involvement of experience which shows whether someone once involved in something was a marvel of the lord, and (5) involvement in consequent is levels of the extent to which conduct of one consequent with the teachings of his religion. A little bit different from that raised by Ghozali, states that religiosity having 3 dimensions. Dimensions of religiosity according to Ghozali (2002) has included: belief, commitment and behavior dimensions. The indicators for each obtained through dimensions focus group discussion with various religious leaders which includes the religion of Islam, Catholic, Christian, Hindu and Buddhist.

According of social psychology of religiosity components are divided into knowing cognitive, affective and behavior. The cognitive component, in religious beliefs called orthodoxy components (Glock and Stark, 1968), while the affective component, is feeling dimensions and showing feelings of being towards religious,

an object or institution. This component is often called with the religious commitment, while components behavior is acted out, based on some of the findings of confirming religiosity relations with the organizational commitment, then that hypothesis put forward as the following:

H1: dimensions of religiosity belief has a positive influence towards organization commitment.

H2: dimensions of religiosity commitment has a positive influence towards organization commitment.

H3: dimensions of religiosity behavior has a positive influence towards organization commitment.

Job satisfaction is a general attitude of an individual towards his work (Robbins, 2001). This definition too wide but inherent in the concept because of work demands interaction with to colleagues and his superiors, following the rules and policies created organization on the standard of performance live in working conditions that were often not ideal and another. The influence of the organization commitment and professional commitment of work towards job satisfaction. The results of their research said there was a statistically significant correlation between the organization commitment of the work and job satisfaction. This result is supported by research Norris and Neibahr (1983) and Meixner and Bline (1989).

Harrel et al. (1986) explained commitment organization regarded as a precedent towards job satisfaction, somewhat different to those performed Williams and Hazer (1986) that reported that is a possibility a reciprocal relation between job satisfaction and organization commitment because that there are problems model identification. Poznaski and Bline (1997) explained testing of causality relationship of job satisfaction between work and organization commitment by two models developed researchers earlier.

The first model, consists of exogenous variable in the form of professional commitment and three endogenous variables: job satisfaction, organization commitment and job performance. *The second model*, same as the first model but satisfaction with the hypothesis of the order of causality is antecedent to the organization commitment of work. The results of his research shows there are significant relationship between the organization commitment on job satisfaction and in contrast to the organization commitment of job satisfaction. But if viewed from the size of the parameters regression evident that the relationship the organization commitment and job satisfaction was 0.48 ($p < 0.001$) while the relation of the parameters of regression to the organization commitment on job satisfaction was 0.21 ($p < 0.001$). Based on the results of the discovery of some of the research and formulated the hypothesis of the relationship between the commitment organization and job satisfaction as follows:

H4: commitment organizational has a positive influence towards job satisfaction.

Some research on the organizational behavior has ever undertaken said two important: (1) the beneficial results for the organization, the commitment of work and job satisfaction, both of whom would increase effectiveness of the organization and support the purpose of organization; and (2) the negative results that will improve behavior withdraw and reduce effectiveness of the work of tension (mental health) (Bhaga et al., 1995).

Performance used in this research are the performance of professors to use operational definition by Touliatos et al. (1994) in Muttaqiyatun (2005) about perception regarding the professors are working on cooperation knowledge on employment and the quality of work, cooperation knowledge about his work and quality, adapted to duty *Tridharma Perguruan Tinggi of Indonesia*.

Meyer et al. (1993) and Hacket et al. (1994) said the commitment will be associated with increased productivity an increasingly low turnover (Allen and Meyer, 1990). Someone who has committed to organizations (any company for the small the possibility of looking for alternative work of another (Gibson et al., 1995). The higher the commitment of the organization and the lower desire to move. Ghozali (2002) explained 1220 employees use a tool of analysis of SEM, the job satisfaction is positive influence on the productivity ratio of critical was 16.562 with significance at 0.000.

Performance according to Blumberg and Pringle (1982) and Rivai and Pramusinto (2005) was an interaction between ability, motivation and the opportunity scheme. If the ability which includes the ability of cooperation resilience, quality, the speed and motivation derived from the inner self employees or from the outside will affect its performance. Gibson (1996) explained the performance determined by of motivation and ability, in addition there are other variables who participate affecting. Among other business ability, experience of instinct and the level of aspirations of persons (age, the level of education family background).

Organizational commitment is a theme that were closely related with the attitudes and feelings about the situation employees work as a whole (Riggio, 1990). Commitment is organization identification of a person and loyalty to organizations (Russ and Mcneilly, 1995). An integrated commitment between attitudes and behavior that related to a sense of identifying with organizational goals, taste involved with the duty of the organization and a sense of loyal to organization (Meyer and Allen, 1984). A study on a organization commitment to the organization are mostly done (Mowday et al., 1982 in Russ and Mcneilly, 1995) this concept defined and measured using various different ways.

An organizational commitment involving 3 attitudes (Ivancevich and Matteson, 2002): (1) the sense of identification with the purpose of the organization; (2) the feeling involvement in the obligation of organizational; and (3) the feeling loyalty to organizations. Person who has high commitment will be reduced the desire to get out or receiving other work (Shadicki et al., 1999). Commitment is beliefs of a person will be the values and organizational goals, receive willingly and try to the achievement of these objectives and have a strong desire to become heaps of

a member of the organization (Meyer et al., 1993). The company would be of being evolved if it has an employee with committed against the company (Rifani, 1997 in Suarta, 2000). The positive impact the company obtained by the presence of employees have a strong desire of continuing to work to companies and try to accomplish a purpose companies.

The company will receive a positive impact from an employee has a strong desire still working in companies and try to achieve is the purpose of the company. Organizational commitment happened because there is dependence on the activity has been done in the organization of the past could not be forgotten and left. Based on the results of some of these findings, and formulated the hypothesis of the influence of job satisfaction to productivity as follows:

H5: Job satisfaction has a positive influence towards productivity.

The model test that hypothesis be used in research, shown in Figure 1. The picture shows that testing is hypothesized done in partial (Hypothesis 1, 2, 3, 4, 5).

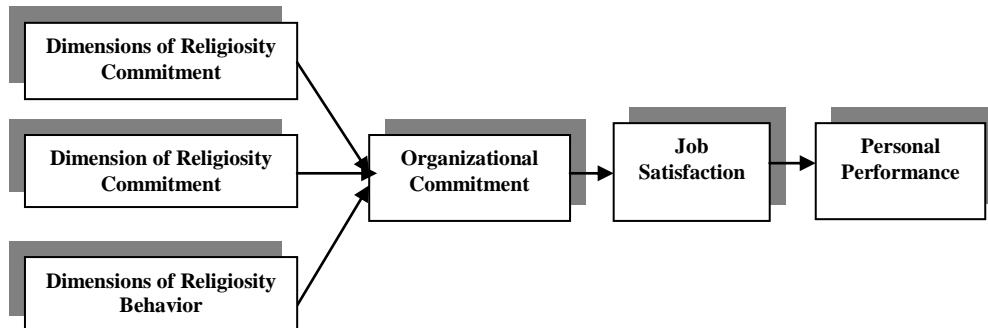


Figure 1. Research Model (Source: Ghozali, 2002, with modification)

Research Methods

Population in this study is a state university and the private sector in Jogjakarta, Indonesia. The sample of this research is professors public and private in Jogjakarta, Indonesia has the status of being lecturers fixed in the universities and not visiting lecturers or remarkable on the spot. The sample collection technique used is random sampling, which means that all the population has the opportunities and chances of being selected same become respondents research.

As lecturer in the use of respondents somewhat different with this research conducted by Ghozali (2002), although having similarity in the type of the company used was services company. Respondents research by Ghozali (2002) using company services which includes employees of bank and hotel employees while this study using a sample of professors in Jogjakarta, Indonesia in the service also is the company, but performance indicators there is some different between lecturer and hotel employees.

Sample the whole number in which work is done on this research was 60 people (Sergeant, 2000). This amount is based now called sergeant statement that a minimum of sample size is a number of variables in this research multiplied by several times (10 times), but to avoid a shortage of the total sample for several reasons, for example lack of appropriate data, then researcher decided to use samples from 100 people.

A whole an instrument used in this research is an instrument and it has been used by previous researchers. A scale of measurement was done using the scale of 5. Religiosity is more directed to meaning as well as the quality of life for the person attitude based on religious values. Then, it is more emphasis on substance noble values religious and to avoid formalisme of religious. Religiosity tend to be appreciative on the perceived value religious sublime, although it is located in a container other religions (Hidayat, 1998 in Ghozali, 2002).

Variable of religiosity in this research divided into 3 dimensions that can be taken from research conducted by Ghozali (2002) includes: belief, commitment and behavior dimensions. The indicators for each dimensions obtained through focus group discussion with various religious leaders includes the Mohammedan Religion, Roman Catholic, Christian, Hindu and Buddhist. The scale of measurement of the dimensions of belief consists of 18 items question developed by Ghozali (2002). Using likert scale points 1 to 5 (1=strongly disapproved of to 5=really agree).

The scale of measurement of the commitment dimensions comprises 11 items questions, using likert scale points 1 to 5 (1=strongly disapproved of to 5=really agree). Then a scale of measurement dimensions behavior consists of question 9 items that uses likert scale 1 (never) to 5 (always). Organizational commitment is identification of a person and loyalty towards organization (Russ and Mcneilly, 1995). An integrated commitment between attitudes and behavior that related to a sense of identifying with organizational goals, taste involved with the duty of the organization and a sense of loyal to organization (Meyer and Allen, 1984). The measurement of the commitment undertaken by using OCS (Mowday et al., 1979) which consists of 9 items, using likert scale 1 (strongly disapproved) to 5 (very agree).

Job satisfaction is a common attitude towards his job (Robbins, 2001) and be affected by job salary a promotion supervision, working groups and working conditions. The satisfaction of employment is satisfaction that appears in one of his work affected by the organizational. The contentment work using JDS (Job Diagnostic Scale) developed by Hackmann and Oldham (1975) in Lee (2000). The instrument have questions consists of 14 items for measuring the specific job satisfaction, includes: pay, job security, social, supervisory and satisfaction. The resaerch using a measurement performed extremely (1) dissatisfied and (5) satisfied.

Personal performance basically productivity or performance is what is or not done by an employee (Mathis and Jackson, 2000). The performance of a person is that

affects how much they contribute to the organization that follow, among others including the quantity of output, the quality of output, a period of time output, the presence and cooperative attitude. The measurement of performance in this research was conducted using 13 items developed by Ghozali (2002). Use likert scale of 1 (strongly disagree) until 5 (really agree).

Reliability test measurements conducted to know about the results remain consistent, when the two times or more measurements of similar symptoms by using the same measuring instrument. A question with regard to the items declared reliable cronbach alpha the coefficients higher of alpha was 0.60 (Nurwening, 2005). If the value of alpha was 0.60 it means less well, if there is between 0.60 until 0.80 received and if it means good was 0.80. Sergeant (2000) explained the coefficient of reliability approaching better was 1.00.

Test the validity of done relating to how well an instrument to measure the concept that should be measured. Hack and Nurwening (1996 in 2005) stated that the quality of data obtained from the application of research instruments can be done using a test of reliability evaluation and test the validity of. A factor of loading 0.30 considered meet the level of minimum; loading factor 0.40 considered better and in accordance with rule of thumb and loading 0.50 considered significant factor (Hair et al., 1998).

Results and Discussion

Data collection by providing a list of questions directly to respondents. Then, the questionnaire some return and some was conducted a few days later was awarded directly. The level of a response of respondents was 66% obtained within the period of more or less two months.

Table 1. Number of sample and respons of rate (Source: primary data, 2010)

| Category | Totality |
|---|--------------------|
| Total of the list of questions sent | 100 questionnaires |
| Total of the list of questions which returned | 66 questionnaires |
| Rate the return (%) = (66/100) x 100 % | 66% |
| The list of questions that is not complete | -- |
| The list of questions that can be processed | 66 questionnaires |

Table 2. Results of validity & reliability test (Source: primary data, 2010)

| Variable | Reliability | Criteria | Validity |
|---------------------------------------|-------------|----------|---------------|
| Religiosity | | | |
| 1)Dimension of religiosity belief | 0.963 | Good | 0.385 – 0.860 |
| 2)Dimensoni of religiosity commitment | 0.920 | Good | 0.437 – 0.768 |
| 3)Dimension of religiosity behavior | 0.669 | Accepted | 0.480 – 0.651 |
| Organizational commitment | 0.923 | Good | 0.363 – 0.788 |
| Job satisfaction | 0.978 | Good | 0.341 – 0.791 |
| Personal performance | 0.911 | Good | 0.582 – 0.880 |

Based on the test result is towards reliability and validity that can be used in this research are religiosity (1) a belief based on the results of the experiment reliability religiosity by a belief in a coefficient of the value of alpha was 0.963 ranging from the loading factor of 0.385 – 0.860. The results showed that is used in this research has construct validity which has been sufficient.

Ghozali (2002) having value of alpha cronbach was 0.9469, (2) dimensions of religiosity commitment, the results of reliability testing an instrument dimensions of religiousness commitment adopted from Ghozali (2002) shows value of alpha was 0.920 while Ghozali (2002) was 0.9149. While loading of items questions carried out show a range between 0.437 – 0.768 and (3) dimensions of religiosity behavior, based on the results reliability testing this instrument showed alpha cronbach was 0.669, while of loading factor between 0.480 – 0.651.

Organizational commitment, the results of testing on reliability an instrument of the commitment adopted viability of Mowday et al. (1979) show the results of the value of alpha was 0.923. While overall factor loading items question show results on a range between 0.363 – 0.788. An instrument of job satisfaction having 14 items questions that have value cronbach alpha was 0.978. Based on the result is expressed very adequate to do the measurement of job satisfaction. While the test the validity of show the range of between 0.341 – 0.791. Personal performance, based on the results of reliability testing questions of variable personal productivity was obtained the results of as much as 0.911. While the value of loading factor in the range between 0.582 – 0.880. To test a whole hypothesis (H1, H2, H3 and H4) during the research, use the model the regression equation with software SPSS in Table 3 up to 5.

Table 3. Regression analysis result for organizational commitment

| Independent Variable | β | t | Sign. | R ² | F |
|--------------------------------------|----------|-------|-------|----------------|--------|
| Dimensions of religiosity belief | 0.286 | 2.386 | 0.085 | 0.082 | 5.692 |
| Dimensions of religiosity commitment | 0.409** | 3.586 | 0.001 | 0.167 | 12.859 |
| Dimensions of religiosity behavior | 0.450*** | 4.030 | 0.000 | 0.202 | 16.244 |

Note: * p<0.05; **p<0.01; ***p<0.0001

Table 3 shows that religiousness (belief dimension) significantly will not affect the commitment organization ($\beta=0.286$; $t=2.386$ and $p<0.05$). This shows that a college professor with high religiousness belief has not set and to ensure that he has committed against her organization. The value of $R=0.082$ shows that a variant of the appearance of organization commitment only capable of being described by 8.2% variant religiousness belief dimensions. Then hypothesis 1 was not supported.

Table 3 shows the results of the testing of hypothesis 2, who claimed that significantly religiousness dimensions commitment of its effect on the commitment of someone (lecturers) to organizations which is followed. This is apparent in the

result of $\beta=0.409$; $t=3.586$; $p<0.01$ and value of $R=0.167$ shows that the emergence of another organization commitment capable of being described by religiousness dimensions a commitment of up to 16.7% thus hypothesis 2 was not supported. In addition, also contain the results of that hypothesis testing 3 the result of which stated that $\beta=0.450$; $t=4.030$ and $p<0.001$.

Based on the results of this calculation is it was stated that the significantly dimensions of religiousness behavior had an influence on the commitment of a college professor towards organization that followed. In other words, explained that a person who has religiousness behavior and high commitment shown also behavior, it will be has a great commitment towards his organization. The value of $R=0.202$ shows that the emergence of an organization commitment to his organization did capable of being described by the presence of religiousness dimensions variant behavior was 20.2%. Thus the hypothesis 3 was supported.

Table 4. Regression analysis result for job satisfaction

| Independent Variable | β | T | Sign. | R ² | F |
|---------------------------|----------|-------|-------|----------------|--------|
| Organizational Commitment | 0.664*** | 7.110 | 0.000 | 0.441 | 50.554 |

Note: * $p<0.05$; ** $p<0.01$; *** $p<0.0001$

The results of testing is hypothesis 4 shown in Table 4, the result of calculation said that a significant effect on the organization commitment of job satisfaction lecturers ($\beta=0.664$; $t=7.110$ and $p<0.001$).The value of $R=0.441$ shows that as much as 44.1% that job satisfaction capable of described by a variant in the organization commitment. Thus that hypothesis 4 was supported.

Table 5. Regression analysis result for personal performance

| Independent Variable | β | T | Sign. | R ² | F |
|----------------------|---------|-------|-------|----------------|-------|
| Job satisfaction | 0.362** | 3.102 | 0.003 | 0.131 | 9.623 |

Note: * $p<0.05$; ** $p<0.01$; *** $p<0.0001$

The results in Table 5 explain hypothesis testing which states that significantly job satisfaction impact on the individual performance of college professor. It can be seen from the results of $\beta=0.362$; $t=3.102$ and $p<0.01$, and the value of $R=0.131$ shows that as much as 13.1% variant productivity the emergence of a college professor supported by a variant of job satisfaction. Nevertheless can be expressed that is hypothesized 5 was supported in this research.

Conclusions

After the use of testing is hypothesis of regression analysis, obtained conclusions from this research: (1) commitment organization of respondents' research (lecturers only influenced by religious commitment and behavior), less influenced by religious belief. This shows that being religious feelings, an object or institution of a dominant influence a person commitment to more than acted output

organization, (2) commitment organization is identification of a person and loyalty towards organization in this study significantly impact on job satisfaction, and (3) the performance intended as a job skill, cooperation, knowledge towards the job quality were adapted to duty *Tridharma Perguruan Tinggi of Indonesia* influenced by job satisfaction on lecturer work.

Limitation

The research was conducted on limited and small of sample in education staff (lecturer) of private and public university, thus need of research in different sector and sample of characteristic.

Implication

The result of the research indicates that (1) there are affect religiosity (commitment and behavior dimension) to organizational commitment and (2) the organizational commitment affect to job satisfaction. Job satisfaction is general attention of people to the job affect to individual performance. This research gives implication the importance of religiousness towards organization commitment, job satisfaction and the individual performance at an organization. The role of religiousness will pose a conducivity organization that can reach of destination and target of to strategically especially to the development of human resources.

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WPŁYW RELIGIJNOŚCI NA ZAANGAŻOWANIE ORGANIZACYJNE, ZADOWOLENIE Z PRACY I INDYWIDUALNE OSIĄGNIĘCIA

Streszczenie: Celem tego badania jest analiza wpływu religijności zawierającej wiarę, zaangażowanie i wymiary zachowań wobec zaangażowania organizacyjnego, satysfakcji z pracy i indywidualnych osiągnięć. Badania przeprowadzono na pracownikach oświaty (wykładowcy) uczelni prywatnych i publicznych w mieście Yogyakarta w Indonezji. Próba badawcza wynosiła 100 pracowników instytucji szkolnictwa a stopa odpowiedzi oznaczona na podstawie celowych metod pobierania próbek, wyniosła 66%. Analizując dane, badacz zastosował analizę regresji w celu przetestowania wszystkich hipotez. Interesującym wnioskiem w tych badaniach była zmienna religijności (wymiar wiary) niewpływająca na zaangażowanie organizacyjne. Konkluzja wynikająca z przekonania respondentów nie miała wpływu na indywidualne zaangażowanie w organizacji. Badanie prezentuje religijność wobec zaangażowania organizacyjnego, satysfakcji z pracy i indywidualnych osiągnięć pracowników (wykładowcy) uczelni prywatnych i publicznych i prezentuje ciekawe wyniki.

Słowa kluczowe: religijność, zaangażowanie organizacyjne, satysfakcja z pracy, indywidualne osiągnięcia.

虔誠對待組織承諾，工作滿意度和個人績效的影響

摘要: 本研究的目的，研究的影響宗教的信仰包括，承諾和行為對組織承諾，工作滿意度和個人績效維度。這項研究是在印度尼西亞日惹私立和公立大學的教育人員（講師）進行。研究的樣本數為100教育職員和根據目的抽樣方法確定的，響應率為66%。在分析數據，研究人員用回歸分析來檢驗所有的假設。有趣的發現，這項研究是宗教變量（信維）不向組織承諾的影響。的受訪者相信的結論並沒有影響到組織中的個人承諾。該研究對引入私人 and 公立大學的組織承諾，工作滿意度和教育工作人員（講師）個人績效的虔誠並給出了有趣的發現

關鍵詞: 宗教，組織承諾，工作滿意度，個人表現