



Differences in Organizational Commitment in terms of Gender in Employees at Company X

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Abstract

This study aims to determine whether there are differences in organizational commitment in terms of gender in employees at company X in Medan City. The research method used in this study uses a comparative quantitative approach, the population in this study are employees of company X, with a sampling technique using random sampling technique, the sample in this study amounted to 60 employees, of which there were 30 male employees and 30 female employees. The preparation of the scale in this study uses a Likert scale approach through the organizational commitment scale. The data collection method used in this study was by filling out a questionnaire. The analytical technique used in this research is One Path Anova. Based on the results of the One Path Anova test, the results of the value of Sig (p) = 0.008 < 0.050, this indicates a significantly smaller value than 0.050, this means that there are differences in organizational commitment to male employees and female employees. Based on the results of the calculation of the hypothetical and empirical mean, the value of male employees' organizational commitment, the empirical mean = 82.67 < hypothetical mean = 80, where the difference is more than SD = 9.445, in the medium category. Meanwhile, female employees get the empirical mean = 90.12 < hypothetical mean = 80, where the difference is more than SD = 8.563, which is in the high category. Therefore, the organizational commitment of female employees is higher than the organizational commitment of male employees.

Keywords: Organizational Commitment, Employees, Gender

INTRODUCTION

The fact is that the company is one of the holders of an important role in driving the business and economy of a country, where the company is a country, where the company is a form of organization that has activities to produce goods or services to produce goods or services which are then distributed to the community. So that in carrying out the production process or in providing services to the community, companies must be able to provide the best products and services.

In undergoing the process of the life cycle of a company, there will certainly be many parties who participate in the success of the company's vision, mission, and goals such as; company leaders, investors, company members, managers, directors, and also employees who are in the structure of a company.

For the company to be able to realize its vision, mission, and objectives, the parties who are members of the company must have the same integrity, the same thoughts, and the same determination to be able to succeed in the company's vision, mission, and goals. So that if later the parties involved have integrity, the company will be able to provide the best products or services.

One of the parties who play an important role in a company is employees, according to Hasibuan (2017) employees are everyone who works by selling their energy (physical and mind) to a company and getting remuneration under the agreement. Employees are individuals or people who work in a company intending to get benefits from the company such as salaries and others. Employees in a company are the same as humans in

general, who have a sense of humanity, feelings desires, and even diverse needs.

If these various kinds of things can be fulfilled, the employee will be able to fulfill the last level in their needs, namely to actualize himself, so that in carrying out their day – to – day employees will be able to give effort to the best of their ability. If the company can meet the needs of its employees well, such as providing; salaries, rewards, facilities, and treatment will have the best employees, so that the process of succeeding in the vision, mission, and goals of the company will be carried out properly, this is due to the establishment of a good relationship between the company and employees.

The company also certainly does not necessarily meet the needs of employees for free, employees must first give their best effort and energy so that the company can provide the best products or services to the community, if employees can provide this then the company should also provide the best service to its employees so that the relationship between the company and its employees will be maintained.

So for these things employees will reach the point of being satisfied in doing work, and of course, employees will not want to leave (resign) from the company, this can be called a high commitment to the company, and this has a significant positive impact on the development and growth of the company. Progress of a company, because of course employees will agree with the vision, mission, and goals of the company, so that employees will give effort and energy to the best of their abilities.

This is following the research revealed by Greenberg and Baron (in Chairy, 2002) where they revealed that employees who have high organizational commitment are employees who are more stable and more productive so that in the end it is also more profitable for the organization.

So that this commitment is important enough to be investigated more deeply, so that later the company will know how high the commitment of its employees is, then the company will know what to do. Meyer et al (1997) revealed that commitment is a psychological state that characterizes the relationship between employees and the organization and also has implications for the decision to continue or terminate membership in membership in the organization.

Then Greenberg and Baron (1993) stated that work commitment reflects the level of identification and involvement of individuals in their work and their unwillingness to leave the job.

Porter, Mowday, and Streers (in Putra et al., 2019) define organizational commitment as the relative strength of the individual in identifying their involvement in the organization. Mowday (in Putra et al., 2019) revealed that 4 factors influence organizational commitment, namely; (1) Personal characteristics (age and tenure, education level, gender) (2) Occupational characteristics (career path, challenges in work, level of difficulty, rewards) (3) Role in the organization (4) work environment.

Research on organizational commitment has been widely carried out by previous researchers, such as the research conducted by Sianipar and Haryanti (2014) to find the relationship between organizational commitment and job satisfaction with employee turnover intentions. Then there is also a study conducted by Susilowati and Farida (2017) where they examine the organizational commitment of Dr. University employees. Soetomo Surabaya.

Not only that, Setiawan and Zamralita (2018) have also researched organizational commitment, where they examined the description of the organizational commitment of companies in the field of contributors to Pt.xyz in West Jakarta. Then there is also research conducted by Safitri and Agustin (2020) regarding a literature review on the impact of organizational commitment on employee performance in a company.

Of the many studies that have been carried out by researchers, of course, every research carried out has its goals and benefits, so that research is not necessarily carried out for free, but has a specific purpose to be used as a material or basis in determining decisions or just information only for an individual or group.

The importance of organizational commitment in companies makes researchers interested in researching because gender differences are still being debated, therefore researchers want to examine whether there are differences in

levels of organizational commitment in terms of gender.

RESEARCH METHODS

This study uses a quantitative approach, the type of quantitative used in this study is a comparative quantitative approach, this approach aims to compare two groups of research samples (Azwar, 2007).

The variable in this study is the organizational commitment variable. This research was carried out in a company located in the city of Medan. Thus the population in this study amounted to 75 people, according to Sugiyono (2017) the population is a generalization area consisting of: objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then draw conclusions, the number of employees who are male - There are 31 male employees and 34 female employees.

In this study, the researcher uses a random sampling technique in determining which sample will be the research sample, where random sampling technique is a technique where all individuals in the population have the same opportunity to become the research sample (Sugiyono, 2017). The samples used in this study were 30 male employees and 30 female employees so the total sample used in this study amounted to a total of 60 employees.

Researchers use a Likert scale approach in compiling the scale of their research, the scale used by researchers in carrying out research is the organizational commitment scale which is based on 4

factors that influence organizational commitment according to Mowday (in Putra et al., 2019) revealing that 4 factors influence organizational commitment that is; (1) Personal characteristics (age and years of service, education level, gender) (2) Occupational characteristics (career path, challenges in work, level of difficulty, rewards) (3) Role in the organization (4) Work environment.

In conducting the data collection, researchers used various data collection techniques by distributing questionnaires through groups and then sending them through personal chats to employees, using the google form link where there was already a research questionnaire in it, so employees would be able to easily fill out a questionnaire, on the sidelines of their busy life as an employee. In conducting data analysis to analyze more deeply and in more detail, the researcher used the one-way ANOVA data analysis technique, the technique was used to test the differences between several groups on average, where there was only one independent variable (Azwar, 2000).

RESULTS AND DISCUSSION

In this study, the researchers first conducted a normality test, where the normality test aims to prove the normal distribution of questionnaire data, this normality test is carried out using the Kolmogorov - Smirnov Goodness of Fit Test technique, so that if you have carried out this normality test on the organizational commitment scale and it turns out the results are normal then this scale is feasible and can be used to

measure the level of organizational commitment of the company's employees.

After calculating the normality test through the Kolmogorov - Smirnov Goodness of Fit Test technique, which is based on the table of the results of the normality test calculation above, the confidence scale used in the study can be said to have followed the normal distribution under the normal curve principle. This normal distribution can be accepted if the organizational commitment scale criteria using the Likert scale approach get a p value < 0.05 the distribution is declared abnormal, on the contrary, if the p value > 0.05 then the distribution can be declared normal (Sugiyono, 2009). The following are the results of the normality test of the organizational commitment scale:

Table 1 Normality Test Calculation Results

Variable	Avg	SB/SD	K-S	P	Dsc.
Organizational Commitment	69.45	8.371	0.530	0.535	Normal

Then from the results of the normality test data that has been carried out by researchers using the Kolmogorov Smirnov Goodness of Fit Test technique, it is also found that the p-value of organizational commitment is 0.535, this value is greater than 0.05, so the organizational commitment scale used by researchers in conducting this research said to be normal. So that it can be used as a research tool to measure differences in organizational commitment in terms of gender in employees.

Before conducting a one-way ANOVA analysis test to see if there is a difference in organizational commitment in the two

research sample groups, the researcher first conducted a homogeneity test to see whether the two samples were homogeneous or not, both groups of female employees at company X in the City Medan. The following is a table of homogeneity test results between the two:

Table 2: Homogeneity Test

Variable	Homogeneity Test (Levene Statistic)	Sig	Dsc.
Self Efficacy	6,203	0,041	Heterogeneous

Based on the table of homogeneity test results from the two sample groups using Levene statistics, the p value = 0.041 > sig = 0.050, so from the p-value results it can be concluded that the two sample groups, namely female employees, are heterogeneous.

The next test is a different test, to see if there is a difference between the two sample groups, using the one-way ANOVA analysis test, the following is a table of the results of the one-way ANOVA test using the SPSS 21 application:

Table 3: One - Way ANOVA Analysis Test

Variable	F	Sig (p)	Dsc.
Organizational Commitment	11,024	0,008	There is a difference

Based on the table of results of the one-way ANOVA analysis, the results are as in the table above. Based on the table, it is obtained that the value of Sig (P) = 0.008 < 0.050 is significant, which means that this indicates that there is a significant difference between male employees and female employees in organizational commitment.

Furthermore, to find whether there is a more supportive difference, the researchers conducted a test of the hypothetical and empirical mean calculations of the two sample groups. The following is a table of the results of the calculation of the hypothetical and empirical averages;

Table 3: Results of the Calculation of the Average Hypothetical and Empirical Value

Variable	SB/SD	Expected Value		Dsc.
		Hypothetical	Empirical	
Female	8,563	80	90,12	High
Male	9,445	80	82,67	Average

The results of the calculation of the hypothetical and empirical mean showed that the hypothetical and empirical average value of female employee organizational commitment got the empirical mean = 90.12 < hypothetical mean = 90, where the difference was more than SD = 8.563, based on the value, Therefore, it can be said that the organizational commitment of female employees is in the high category.

Then based on the results of the calculation of the hypothetical and empirical average value of male employee organizational commitment, it is obtained, that the empirical mean = 82.67 < hypothetical mean = 80, where the difference is more than SD = 9.445, it can be said that organizational commitment the male gender is in the medium category.

Based on the results of statistical tests that have been carried out by researchers, it can be said that there are differences in organizational commitment in terms of gender in employees at

Company X, where the level of organizational commitment of female employees is higher than organizational commitment with organizational commitment. male employees.

The level of organizational commitment of female employees is in the high category, while the organizational commitment of male employees is in the medium category.

The results of this study are also supported by several previous studies that have been researched, research conducted by Syaputra and Sandra (2020) where their research shows results that there are differences in organizational commitment in terms of gender, and organizational commitment which is male is 3.48 while the average female gender is 3.72, there is a difference of 0.24 and higher organizational commitment is female.

Then research conducted by Nasution (2021) found similar results where the organizational commitment of female employees is higher than the organizational commitment of male employees, female organizational commitment is in the high category, while the organizational commitment of male employees is in a low category. This research is also supported by research conducted by Rizki and Lubis (2014) where women have a higher organizational commitment score than men organizational commitment.

This is also supported by the difference in the average value of the answers to the questionnaire from the two

samples, where one of the female employees is more capable of providing detailed manpower than the male employees. This can also be because nowadays men and women have equal opportunities in competing to develop themselves (Perwitasari, 2013) he revealed that when women are given the same opportunities as men to develop themselves In the public sector, women's eyes will strive to achieve the highest level of education possible and adapt, so it is undeniable that women have a higher organizational commitment than men's organizational commitment.

CONCLUSION

This study shows that there is a significant difference in organizational commitment in terms of gender in Company X employees, where the organizational commitment of male employees is lower than the organizational commitment of female employees, organizational commitment of male employees is in the medium category, while organizational commitment female employees are in the high category.

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