Meaningfulness of work, work involvement and organizational commitment in Sentra Komunikasi (Senkom) Police Partner

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Abstract

In an organization, group members are one of the factors that play an important role in running the wheel of life in it. If group members think work is something meaningful and have the desire to be involved in it, the wheels will run fast which will eventually lead to commitment. This study aims to examine the effect of independent variables, namely the meaningfulness of work and the work involved on the dependent variable, namely organizational commitment in members of the Sentra Komunikasi (Senkom) Police Partner. The subjects in this study were 127 people, with details of all male members who joined the Senkom Police Partner organization spread throughout the region. The data collection method uses a purposive sampling method, and the data analysis technique uses multiple linear regression analysis. This study found that there is an influence between work meaningfulness and work involvement on the organizational commitment of members of the Sentra Komunikasi (Senkom) Police Partner with a significance value of 0.000 ($p \le 0.050$) with an F value of 91.114 and an R Square value of 0.595 which means that work meaningfulness and work involvement together affect organizational commitment in members of the Sentra Komunikasi (Senkom) Police Partner.

Keywords: Meaningfulness of Work, Work Involvement to Organizational Commitment, Senkom ;

1. Introduction

The need for security in the life of the nation and state is essential in society because, with this sense of security, the wheels of life in society will run normally and perfectly by the basis and foundation of the state, namely Pancasila and the 1945 Constitution. Based on the Law on the Indonesian National Police Number 2 of 2002 Chapter 1 Article 3 on the Development of the Community Security and Order System still rests on the self-initiated security system and tips on fostering public awareness of Kamtibmas which has been implemented since 1984 by community groups concerned with environmental security must be improved continuously following the functions and roles of the Police.

Members of the Kamtibmas (Keamanan dan Ketertiban Masyarakat) partners of the National Police Headquarters established or formed an organization that can play a role in helping inform and assist security in their immediate environment or wherever they are and provide information to the public about the importance of self-security in their respective environments voluntarily called the Sentra Komunikasi (Senkom) Police Partner.

In an organization, group members are one of the factors holding an important role in running the wheels of life in it. If group members consider work to be something meaningful and have the desire to be involved in it, then the wheel will turn quickly, which will ultimately result in a commitment. According to Beukes and Botha

(2013), group members who feel they have a role and involvement in their work will be more likely to commit and remain in the organization.

Instilling commitment in group members is very important because it can develop an organization. Azeem (2010) states that the success of an organization in pursuing quality depends not only on how it can develop the competence of its group members, but also on how the organization increases commitment to its group members, both commitment to work and commitment to supervisor direction.

With a commitment in the organization, its members can develop in the same direction and go hand in hand in an effort to realize the organization's program. According to Allen & Meyer (2004), there are three components of organizational commitment, namely affective commitment, normative commitment, and continuance commitment. Affective commitment refers to the perception of someone who has a feeling of being part of the organization. Someone with high affective commitment has the motivation to contribute to organizational goals because of a sense of belonging to the organization. Normative commitment refers to the perceived cost of leaving the organization. Meanwhile, continued commitment refers to the perception of promising tasks.

Organizational commitment determines a person's power in identifying his involvement in an organizational field, therefore organizational commitment will lead to a sense of belonging to work in the organization. Porter et al. (in Beukes & Botha (2013) also said that affective communication can be seen as something that identifies a person's strength and participation in the organization. According to Mowday (1979), affective commitment also makes a person have an emotional interest in what he does and has a strong desire to contribute more to his organization.

If members are involved and contribute to a job, and can commit to an organization, meaningfulness of work will emerge from their work. According to Geldenhuys, Laba, & Venter (2014), work meaningfulness is an important factor related to work involvement and organizational commitment. Work meaningfulness can also make members function, work better and can increase commitment. According to Fairlie (2011), the results of his research show that there is a strong correlation between work meaningfulness and work involvement. He also added that group members will feel more involved in work that they view as personally meaningful. Work meaningfulness is also important in organizations because it can provide benefits for individuals and the organization (Michaelson, Pratt, Grant, & Dunn, 2014).

According to Bakker (2004), work involvement is a positive state and perspective towards a work condition characterized by vigor, dedication, and absorption. Vigor refers to a high level of energy when at work, earnestness in trying, persistence in working, and being able to face problems. Dedication refers to feeling meaningful, enthusiastic, inspiring, and liking challenges. While absorption refers to concentration, deep interest in work where time seems to pass quickly. Work involvement is also referred to as a participatory process designed to encourage an increase in organizational commitment, according to Robbins (1996). The results of research from Liwun and Prabowo (2015), show that there is a positive relationship between work involvement and organizational commitment. This indicates that the higher the work involvement of a person, the higher his organizational commitment.

The results of research conducted by Prabawati (2017) show that there is an individual influence between work meaningfulness and work involvement on organizational commitment. In addition, the results of research from Jung & Yoon (2015) show empirical results that a person's work meaning positively affects his job involvement and organizational commitment. Furthermore, the results of research from Geldenhuys, Laba, Venter (2014), show that there is a positive relationship between work meaningfulness, work involvement, and

organizational commitment. And the results of research from Beukes & Botha (2013), show that someone who views his job as a vocation will accompany a higher level of involvement and commitment to his organization. Group members who have a sense of the meaningfulness of their work will tend to remain in an organization. Involvement and commitment are crucial to optimizing work functions and emphasizing the role of work as a motivator (Chalofsky, 2009).

Based on the explanation above, the researcher wants to examine the effect of work meaningfulness and work involvement on organizational commitment in group members who join the Sentra Komunikasi (Senkom) Police Partner organization.

2. Methodology

This research used a purposive sampling method with 127 respondents. Respondents in this study were members of the Sentra Komunikasi (Senkom) Police Partner who had joined the organization for at least 1 year.

2.1 Meaningfulness of Work

Work meaningfulness is measured using aspects of work meaningfulness compiled by Steger (2012) under the name The Work and Meaning Inventory (WAMI), which has 10 items. This instrument is in the form of a Likert scale consisting of a 5 point scale (1 = strongly disagree to 5 = strongly agree) and the subject is asked to give a check mark ($\sqrt{}$) on the option that best suits him.

2.2 Work Involvement

Work involvement is measured in this study using a scale developed by Wright Work Involvement Scale (WWES) Schaufeli and Bakker (2003), which consists of 41 items. This instrument is in the form of a Likert scale consisting of a 5 point scale (1 = strongly disagree to 5 = strongly agree), and the subject is asked to give a check mark ($\sqrt{}$) on the option that best suits him.

2.3 Organizational Commitment

Organizational commitment is measured using a scale compiled by Jaros (2007) that was modified from Allen and Meyer (1990), this scale originally consisted of 24 items but has been reduced to 18 items. This scale consists of three dimensions, namely affective commitment, normative commitment, and continuance commitment. This instrument is in the form of a Likert scale consisting of a 5 point scale (1 = strongly disagree to 5 = strongly agree), and the subject is asked to give a check mark ($\sqrt{}$) on the option that best suits him.

2.4 Analysis Technique

In this study, examines the effect of work meaningfulness (X1) and work involvement (X2) on organizational commitment using multiple regression data analysis techniques.

3. Results and Discussion

In this study, collection process was carried out by distributing questionnaires via Google Form to subjects who joined as members of the Sentra Komunikasi (Senkom) Police Partner, resulting in 127 respondents. From the respondent's data, the researcher compiled the respondent's demographic data, consisting of gender, age,

latest education, main job, average salary, and length of joining. The following is an explanation of the demographic data:

Table 1. Demographic data of Sentra Komunikasi (Senkom) Police Partner members

No.	Demographic Data	Amount	%
1	Gender :		
	Male	127	100
2	Age :		
	19-28	16	12,5
	29-37	37	28,9
	38-46	40	31,3
	47-55	26	20,3
	56-66	9	7,0
3	Last Education :		
	Junior High School	11	8,6
	Senior High School	69	53,9
	Associate Degree	4	3,1
	Bachelor's Degree	41	32,0
	Magister	3	2,3
4	The Main Job :		
	Teachers	14	10,9
	Farmers	11	8,6
	Entrepreneur	75	58,6
	Student	6	4,7
	Security	9	7,0
	Civil servants (PNS)	7	5,5
	Laborers	1	0,8
	Tni-ad	2	1,6
	Retired civil servants (PNS).	3	2,3
5	Average Salary :		
	<Rp.1.000.000	20	15,6
	Rp.1.000.000 - Rp.3.000.000	52	40,6
	Rp.3.000.000 - Rp.5.000.000	39	30,5
	> Rp.5.000.000	17	13,3
6	Long Joined :		
	1-5 Years	43	33,6
	6-10 Years	49	38,3
	11-15 Years	36	28,1

This data was obtained from 127 male respondents, ages 19 to 66, who are still students or retired civil servants. From the results of data testing carried out on the organizational commitment variable, it is known that 2 items are missing from the 10 items used. From the results of the reliability test on organizational

commitment after use, a reliability coefficient of 0.769 was obtained, and after the invalid items were removed and retested, the reliability was 0.830. This shows that the organizational commitment scale has good reliability.

According to data testing on the meaningfulness of work, one of the nine items used in this study was canceled. From the results of the reliability test on work meaningfulness after use, a reliability coefficient of 0.787 was obtained, and after the fallen items were removed and retested, the reliability was 0.880. This shows that the meaningfulness of work scale has good reliability. Meanwhile, from the results of testing the work involvement data, there were 9 items that were canceled from the 41 items used. From the results of the reliability test on work involvement after use, a reliability coefficient of 0.915 was obtained, and after the fallen items were removed and retested, the reliability was 0.938. This shows that the work involvement scale has good reliability.

The results of this study also explain the effects of work meaningfulness on organizational commitment and work involvement on organizational commitment, as shown in tables 2, 3, and 4. Table 2 contains the results of regression analysis data that explains the effect of work meaningfulness on organizational commitment, which gets an F value of 60.257 and a significance coefficient of 0.000 ($p \leq 0.050$). So it can be concluded that "there is an effect of work meaningfulness on organizational commitment in members of the Sentra Komunikasi (Senkom) Police Partner in this study is accepted. In addition, the R Square value obtained is 0.320, which means that work meaningfulness affects organizational commitment by 32% while the remaining 68% is influenced by other factors not included in this study.

Table 2. Shows the results of a regression analysis of meaningfulness of work on organizational commitment

F	R Square	Sig
60.257	0.320	0.000

The following describes the results of the regression analysis on the effect of work involvement on organizational commitment, which gets an F value of 173,674 and a significance coefficient of 0.000 ($p \leq 0.050$).

Table 3. Show results of a regression analysis of work involvement on organizational commitment

F	R Square	Sig
173.674	0.581	0.000

The hypothesis of this study is accepted which reads "There is work involvement affects the organizational commitment in members of the Sentra Komunikasi (Senkom) Police Partner. In addition, the R Square value obtained is 0.581, which means that work involvement affects organizational commitment by 58.1% the remaining 41.9% are affected by other factors not covered in this study.

Table 4. Regression Test Results of the Meaningfulness of Work and Work involvement on Organizational Commitment

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.771ᵃ	0,595	,589	2,782

ANOVA

	Model	Sum of Squares	df	Mean Square	F	Sig.
	Regression	1410,128	2	705,064	91,114	.000[b]
1	Residual	959,541	124	7,738		
	Total	2369,669	126			

According to the results of regression analysis of work meaningfulness on organizational commitment and work involvement in organizational commitment, further analysis (table 4) shows that in this significance between the work meaningfulness and work involvement The combined in this study is 0.000 ($p \leq 0.050$) with an F value of 91.114, so it can be concluded that there is a significant influence between work meaningfulness and work involvement together on organizational commitment in members of the Sentra Komunikasi (Senkom) Police Partner. The R Square value obtained is also 0.595, indicating that in this study, work meaningfulness and work involvement have a 59,5% influence on organizational commitment in members of the Sentra Komunikasi (Senkom) Police Partner. Test result the research hypothesis show that the hypothesis proposed in this study is "work meaningfulness and work involvement have a positive effect on organizational commitment". The analysis obtained this study also shows that the hypothesis is accepted. It means that work meaningfulness and work involvement both influence organizational commitment in Sentra Komunikasi (Senkom) Police Partner members.

From the explanation above about the influence of the work meaningfulness on organizational commitment, it is found that work involvement has the greatest influence on organizational commitment. That members in members of the Sentra Komunikasi (Senkom) Police Partner who have the desire to help and feel that helping is something that is useful and not something that is burdensome to them, then they will involve themselves wholeheartedly in helping fellow human beings. Work involvement is one of the main determinants that can encourage high levels of performance in its members (Mone and London, 2010).

According to Bakker and Demerouti (2008), members who are involved in an organization will show various productive behaviors in to reach the goals of the organization. Likewise, according to Van Knippenberg (2000) that when team members are involved in group goals, their productivity will increase. Members who are involved and able to take responsibility and work cooperatively with their team, then they will try to fully contribute to the goals of the organization (Baumuruk, 2004).

From this study it can be concluded that work meaningfulness and work involvement together have a positive effect on organizational commitment for members of the Sentra Komunikasi (Senkom) Police Partner by 59,5%, while the rest is influenced by other factors not included in this study. Based on the results of the interviews conducted the Sentra Komunikasi (Senkom) Police Partner has five (5) objectives in the organization, namely creating a kamtibmas-aware society, realizing a law-aware society, creating public awareness of state defense, realizing unity and integrity in the lives of society, nation, and state and realizing the development of kamtibmas, law and state defense, and raise awareness about disaster management / natural disasters, and social disturbances through communication and information media. In addition to these members joining and committing to the Sentra Komunikasi (Senkom) Police Partner organization, it turns out that each of its members has a main job, namely, some work as teachers, farmers, entrepreneurs, students, security, laborers, TNI-AD, civil servants (PNS), and retired civil servants (PNS).

4. Closing Statement

Based on the results obtained, this study aims to empirically prove the extent the effect of work meaningfulness on commitment and the effect of work involvement on organizational commitment. This study found that work meaningfulness and work involvement have a positive effect on organizational commitment. This study is quantitative, with data analysis techniques such as multiple linear regression analysis being used. It is hoped that further research examining the effect of work meaningfulness and work involvement on organizational commitment will pay more attention to other variables that were not used or measured in this study because these two research variables only affect 59,5% of organizational commitment. It can be said that there are still 40,5% of other variables that can affect the commitment of Sentra Komunikasi (Senkom) Police Partner members.

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