

ABSTRAK

Rewita Brillianty. 190541100057. Program Studi Psikologi. Pengaruh *Big Five Personality* terhadap Komitmen Organisasi pada Relawan Komunitas Senyum Anak Nusantara Chapter Sidoarjo.

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh *big five personality* terhadap komitmen organisasi pada relawan Komunitas Senyum Anak Nusantara Chapter Sidoarjo. Terdapat faktor terpenting yang dapat memengaruhi komitmen organisasi yakni karakteristik yang dimiliki individu yang mencakup kepribadian (*big five personality*) itu sendiri karena kepribadian dapat memengaruhi perilaku dalam organisasi. Penelitian ini menggunakan pendekatan kuantitatif jenis kausal dengan responden relawan yang bergabung dalam Komunitas Senyum Anak Nusantara Chapter Sidoarjo yang berjumlah 100 relawan dengan teknik *total sampling*. Instrumen dalam penelitian ini adalah skala *big five personality* dan skala komitmen organisasi. Skala *big five personality* disusun berdasarkan teori McCrae & Costa (dalam Pervin & Cervone, 2012) dan Skala komitmen organisasi disusun berdasarkan teori Mayer dan Allen (1997). Analisis yang digunakan dalam penelitian ini adalah uji regresi linier berganda dengan bantuan SPSS 25 for windows. Hasil penelitian ini menunjukkan nilai F sebesar 23,696 dengan signifikansi 0,000 ($0,000 < 0,05$) yang artinya terdapat pengaruh *big five personality* (*extraversion, openness, conscientiousness, agreeableness, dan neuroticism*) secara simultan terhadap komitmen organisasi pada relawan Komunitas Senyum Anak Nusantara chapter Sidoarjo. Berdasarkan nilai R Square sebesar 0,776 dapat diidentifikasi bahwa *big five personality* memengaruhi komitmen organisasi sebesar 0,776 atau 77,6% sedangkan 44,2% dipengaruhi faktor lain.

Kata Kunci: *Big Five Personality*, Komitmen Organisasi, Relawan

ABSTRAC

Rewita Brillianty. 190541100057. Psychology Study Program. The Effect of Big Five Personality on Organizational Commitment on Volunteers for the Nusantara Children's Smile Community Sidoarjo chapter.

This study aims to determine the effect of the big five personality on organizational commitment to the volunteers of the Nusantara Children's Smile Community in the Sidoarjo chapter. There are the most important factors that can affect organizational commitment, namely the characteristics of individuals which include the personality (big five personality) itself because personality can influence behavior in organizations. This study used a causal quantitative approach with volunteer respondents who joined the Nusantara Child Smile Community Sidoarjo Chapter totaling 100 volunteers with a total sampling technique. The instruments in this study were the big five personality scale and the organizational commitment scale. For the big five personality scale with reference to McCrae & Costa's theory (in Pervin & Cervone, 2012) while for the organizational commitment scale with reference to Mayer and Allen's theory (1997). The analysis used in this study is multiple linear regression with the help of SPSS 25 for windows program. The results of this study show an F value of 23.696 with a significance value of 0.000 ($0.000 < 0.05$), which means that the hypothesis is accepted, in other words there is an effect of big five personality (*extraversion, openness, conscientiousness, agreeableness, dan neuroticism*) on organizational commitment to the volunteers of the Nusantara Children's Smile Community, Sidoarjo chapter. Based on the R Square value of 0.776 it can be identified that the big five personality influences organizational commitment by 0.776 or 77.6% while 44.2% is influenced by other factors.

Keywords: Big Five Personality, Organizational Commitment, Volunteers