THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT ON ORGANIZATION COMMITMENT EMPLOYEE (STUDY IN INSPECTORATE REGIONAL DEPOK)

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Abstract

The era of reform and competitive impact of globalization accelerate change in performance improvement Apparatus Civil State (ASN). ASN is required to work more professional, moral, clean and ethical in support bureaucratic reform and support the task of governance and development. During this time the measure of success of a government agency measured adherence to follow all procedures and regulations in force even though it is no longer appropriate to the conditions on the ground and the real needs of the community to be served. Based on the phenomena mentioned above, the central theme in this study “Effect of Perceived Organization Support (POS) of the Employees Organizational Commitment. Perceived organizational support (POS) has an important role in improving organizational commitment. It can also be seen in the inspectorate regional depok which indicates that the employee who received the support of the organization will be more committed to the organization.

Introduction

The government through the bureaucratic apparatus which is currently a Civil State Apparatus (ASN) role to run the government, construction and community development as well as promote the progress of society in order to realize prosperity and justice community.

The era of reform and competitive impact of globalization accelerate change in performance improvement ASN. ASN is required to work more professional, moral, clean and ethical in support bureaucratic reform and support the task of governance and development.

In reality there are many people disappointed with the attitude and behavior of the ASN, there are a lot of disappointment felt by the people directly when the community was dealing with the ASN workplace, minimal if people need the service of them. It is also when considered in some electronic media news shows good television, radio, the Internet or social media, a lot of news about the many cornering ASN ASN employees who leave the office during office hours.

Another fundamental problem is the level of professionalism and responsiveness of employees bureaucracy that often make people disappointed with their performance. The causes can be very numerous and intertwine in the form of the problems are so complex. And institutional structure of matter, the division of functions, working mechanisms, to the culture within government organizations. Thus, efforts to address the problem of low professionalism and responsiveness of employees had to be done comprehensively and supported by policy makers summit.

Many efforts have been made to improve the performance of government organizations, including the restructuring of the organization, a change in strategy and work procedures, issuing new regulations and remove the old rules were deemed no longer relevant in accordance with the present situation, and improve the quality of resources human. At this situation required the commitment of various levels in the organization to apply the rules in accordance with its function and is expected to be implemented reward and punishment (rewards and sanctions) in accordance with existing arrangements.

ASN undisciplined phenomenon (disciplinary) actually has become a common phenomenon that occurs at this time. A question arises: Where an ASN
commitment to serve the State? And How quality and quality of an ASN who donated for the construction and development of the society? The above question justified because two of the following:

First, As a servant of the state an ASN not only receive salary / wages of state but has a commitment to the country. Committed to the state appears also in service and discipline to always follow any rules into existence as a consequence of an ASN. Disciplinary attitude shows the performance of an ASN misguided orientation. Or an ASN who do not know why when it becomes ASN and state servants

Second, the attitude is not discipline an ASN impact the degradation and loss of quality of work. An ASN quality will show itself through the quality of work and service provided to community. Quality the work in question is the quality of work that occurs because of an ASN realize how big the expectations of society will be a touch of the hand and the ministry of the maximum. People really crave the presence of an ASN is always willing to serve their needs. ASN presence of bias makes people feel there are maids and servants of the state that could meet their needs (the public).

During this time the measure of success of a government agency measured adherence to follow all procedures and regulations in force even though it is no longer appropriate to the conditions on the ground and the real needs of the community to be served.

An ASN, is expected to arrive on time. However, if the presence of an ASN like a 'boss' that is just waiting to receive a salary every month, then the presence of such ASN is unquestionable commitment and presence. Does being ASN mean duties are finished? Therefore, the ASN that is not committed to serving the country must be dealt with decisively could even be given appropriate sanctions under the rules applicable. Government Regulation on Discipline of Civil Servants No. 53 of 2010, in article 10ayat (9) asserts that "civil servants do not go in for 31 to 35 working days in a year cumulatively, can be penalized demotion level, and displacement in order of decreasing structural position or certain functional for those who do not come to work without a legitimate reason for 36 to 40 days. Meanwhile, in Article 8 paragraph (9) confirmed that for civil servants who are absent from work for 5 days sanctioned verbal warning, do not come to work for 6 days got a written warning. Government regulation over an ASN reminded of the importance of discipline in work and how an ASN demonstrate its commitment to the State. Therefore, the existing legislation must be implemented consistently so that any violations committed by certain elements ASN sanctioned accordingly. Firmness in enforcing the regulations will make the ASN be earnest as a servant of the State, instead of being a waitress who just want to be served by the State. Remuneration by the State must be accompanied by the quality of the self and the quality of work demonstrated by the ASN. Without good quality work and continuous discipline an ASN will remain a state servant who 'eat salary blind'. The fact the disciplinary attitude ASN must be dealt with firmly, because if not, then an ASN will feel yourself like a 'boss countries'. They will feel they are 'on the wind', because although the work is not serious but demanding salaries and wages of the State. ASN which will decrease the quality of themselves and their skills do not develop serious because what is to be part of the ministry as ASN.

To respond to the above statement Inspectorate regional depok has also made efforts to improve their performance. One is the reform of the bureaucracy of change and renewal of local government management Depok city, there are three things that are of particular concern in the activities of this reform, namely the restructuring of the organization, budget reform and cultural reform. However, until now the efforts are still in the process to obtain results in accordance with what the people want that employee performance bureaucracy professional, effective and efficient. Facing it is a government employee or bureaucracy continuous and programmed must improve and develop internal capabilities in order to be able to carry out the tasks of the organization and externally can provide excellent service to the community.
There are few phenomena with regard to bureaucratic reform policies which need to be considered: the morality of bureaucrats, systems, and procedures as well as the system of rewards and sanctions. Certainly beyond that there are many more agendas to be done, both in the political and economic perspective, technology, and so forth. In more detail, put forward several phenomena encountered as a result of field observations namely:

First, government organizations, compliance is purchased with a salary, incentives and overtime become less relevant. In contrast to private organizations, lack of reward and punishment system, an obstacle the government to obtain compliance employees. ASN indication of the weakening of the level of compliance among others is much ASN began disobeying his superiors. This phenomenon is still prevalent in the work environment of employees bureaucracy where, according to his perception of their unmet needs in terms of payment, promotion, self-reliance, training and comfortable working conditions, so a variety of reasons always expressed by them to describe the disappointment that they get from the boss or the organization, In accordance with the statement of the Chief Inspectorate of Bantul, where the average ASN disciplinary action undertaken relating to family issues and welfare issues.

Second, the commitment to organizational of some employees still less than optimal, it can be seen from the smallest things like the level of employee attendance that there is still a lack of discipline, frequently absent from work for reasons of all sorts, ranging from illness, funeral into a neighbor's house, attending the wedding invitations, or just out of the office to look for food or shopping. If an employee in the office, and even then only fulfill its main obligations morning assembly attendance, and after it was busy avoiding a given job supervisor for various reasons. This phenomenon could mean a lack of desire of employees to stay on as members of the organization as a whole, the lack of willingness of employees to mobilize all abilities for the success of the organization.

The next main characteristic of this study that distinguishes it from other previous studies are focused on issues of organizational support of existing and perceived by employees who are focused on the apparatus state civil or employee bureaucracy especially those working in the Inspectorate Regional Depok and influence organizational support received is against organizational commitment.

In an effort to improve employee performance and execution of tasks such professionalism, research must be done as a first step to identify precisely the ability to be changed or not owned by the employee in the discharge of official duties. This study will also be useful as an ingredient in the manufacture of a competency-based plan that is based on the real needs of each component within the Inspectorate regional depok.

Based on the phenomena mentioned above, the central theme in this study "Effect of Perceived Organization Support (POS) of the Employees Organizational Commitment (A Study in Inspectorate regional depok)".

Based on the background of the problems that have been raised before it formulates the problem as follows: "How can the influence of perceived organizational support (POS) to the organizational commitment in Inspectorate regional depok."

Literature Review
Application of applied theory is more technical and methodical, which can be described in terms of specific variables and indicators should be consistent, harmonious, systematic, synchronized to the grand theory and middle theory. Applied research scientific paper theory is a theory Perceived Organizational Support (POS) and the theory of commitment. Where According to Rhoades and Eisenberger (2002: 698) support the organization received regarded as a confidence globally in shape by each employee about their assessment of organizational policies and procedures are established based on their experience with organizational policies and procedures, acceptance resources, interaction the agent organization (eg supervisor) and their
perception of the organization concern for their welfare. Thus the support received by employees of the organization will be different because it is based on the perception that they receive the support provided by the organization.

According to Meyer et al (2002) commitment is an attitude or psychological linkage between the individual members of the organization that is characterized by confidence and acceptance of the goals and values of the organization, the desire to remain a member and a desire to promote the organization. Thus every employee in the organization has the basic and behaviors are different and these differences based on their organizational commitment.

Perceived Organization Support (POS) is a key concept of the theory of organizational support (Eisenberger et. al, 1986; Eisenberger et. Al, 1997; Rhoades & Eisenberger, 2002), which states that "Clearly, employees believe that the organization has a positive and negative orientation generally toward those that include better recognition of their contribution and concern for their welfare "(Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, LL & Rhoades, L. (2002).

POS has several aspects, among others:

a. Pay Satisfaction Level

Organizational support theory states that the returns that benefit the organization indicating the value of the contribution of employees to the organization, which is the main dimensions POS. (Eisenberger et. Al, 1986; Eisenberger, Rhoades. & Cameron 1999). In particular, he argues that organizations such as the remuneration of investments by organizations representing the employees and interpreted by the employee as an indication of the appreciation and recognition of the organization, and thus, contribute to the development of POS. (Eisenberger et.al, 1997; Shore & Shore, 1995). The investment in question is how big the organization paying the employees they hire in the organization.

b. Career Development Opportunities

In addition to meet the physiological needs, employees also have a desire to expand their potential and develop their skills within the organization, or in other words, to meet their needs for growth and self-actualization. So another way you can make the practice of human resources employee confidence in POS higher and give them development opportunities that will meet their needs for personal growth.

Similarly, Rhoades and Eisenberger (2002) suggest that providing a potential career opportunities such as training and promotions can imply a high level of concern for employees and recognition of their contributions to the organization. Due to organizational action beyond what is mandated by the organization's policies, employees tend to see it as a policy revision by the organization to show concern and support organization (Eisenberger et al, 1997; Shore & Shore, 1995). Eisenberger et al, (1999) also stated that the opportunity for recognition and promotion has a positive association with the POS.

c. Work-Family Support

Another HR practices that can meet the needs of employees, and thus, increase the POS is Support Work - Family. As suggested Armeli, Eisenberger, Fasolo, and Lynch (1998) suggest, POS may be associated with the actions of an employee organization that strengthens the belief that the organization will give sympathetic understanding and material assistance to deal with stressful situations at work or at home.

These factors will help meet the need for emotional and interpersonal relationships, thereby increasing employee POS. It is very possible that if the organization provides a high level of support work - family, officials will consider the organization as more sensitive to their welfare and become more supportive.

So far, little research has been conducted to explore the possibility that other contributors POS is the support work - family. However, there has been some indication that the degree to which an organization to show concern for the family problems of employees and provide support for work-family balance relates to personnel evaluation.

d. Leader-Member Exchange (LMX)
As has been conceptualized by Eisenberger et. al., (1986), since employers often act as an agent of the organization to direct policy of the award and to evaluate the contribution of employees, while this policy of appreciation and evaluation are key to the POS, how to treat an employee in receiving the boss tends to contribute to employee perceptions of support superiors in the organization (Wayne et al., 1997).

Thus it is believed that the level of LMX or support supervisor generate positive relationship for POS. (Rhoades & Eisenberger, 2002; Rhoades et al, 2001 ; Wayne et al, 1997).

In terms of commitment of employees towards the organization is a relationship between the individual employee to the organization where they work, where employees have the confidence and trust of the values and goals of the organization of work, the willingness to use his business seriously for the sake of the organization of work and have a desire strong to remain a part of the organization. In this case the individual identifies himself in an organization where they work and hopes to become a member of the organization to contribute to realize the goals of the organization.

Many people can observe the same people or events that occur with different interpretations based on what they have seen. It shows something about the perceiver likely to affect perception. People who judge not passively processing information. The experience and knowledge (Schemas), needs and desires (motivational states) them and feeling (Feeling) they distill the information into their perception of reality. Therefore, we should consider how each of the characteristics of people who judge that would affect their judgment.

There are three different components of organizational commitment according to Meyer and Allen, in Coetzee (2005), namely:

1) **Affective commitment**, the employee's emotional attachment to, identification with, and involvement in the organization. That is, affective commitment with regard to their emotional attachment employee, employee identification, and the involvement of employees in the organization and this occurs when able to get the employees to be part of the organization because of the emotional attachment (emotional attachment) or felt having a value equal to the organization; This implies that in this condition causes the employee remain in a job because they want it.

2) **continuance commitment**, an awareness of the costs associated with leaving the organization. That is continuance commitment is an awareness of employees would be the costs to be borne (loss whether financial or other losses) related to the discharge of an employee of the organization, can be described that this commitment leads to the calculation of profit and loss in self employee with respect to his desire to retain or left his job, or in terms of employee perceptions of the price to be paid if the employee leaves his job, it is because they need it.

3) **Normative commitment**, a feeling of obligation to continue employment. Meaning Normative commitment is an employee feel obligated to stay in an organization because of the feeling of indebtedness to the organization in other words, they feel obliged to do so and based on their beliefs about what is right and moral issues related to.

Furthermore, Meyer and Herscovitch (in Coetzee, 2005), describes the three forms of organizational commitment and the factors underlying it, in Figure follows.
Method

The necessary data for this study, in the form of primary data and secondary data obtained from officials and staff as well as the research object various published reports of relevant agencies related to the research problem.

Selection and preparation of precise and accurate instrument will generate reliable data so as to ensure the certainty of the results. In order to obtain the data that is relevant to the purpose of this study we used a tool in collecting the data as follows:

1. Survey method with Interview Techniques
   This is done in an interactive method wherein researchers involved directly in relation to the problems examined, either with officials or staff. Furthermore, from the survey interviews were conducted to support and strengthen the data obtained.

2. Questionnaire
   This study used a questionnaire directly to form a closed answer (close end questions) and consists of possible answers (option) multiple. This questionnaire is used as the main instrument for data collection, but do not rule out other instruments as a complement. These instruments are used based on the consideration of time constraints, costs and given the sample size is large enough, also members of the sample are able to read and write. The presumption is very important also in using the questionnaire are:
   1. The subject is the person most knowledgeable about himself.
   2. What is stated by the subject to the researcher is true and trustworthy.
   3. Interpretation of the subject of the questions posed to him is the same as what is meant by the researcher.

The questionnaire must be tested prior to the respondent who is not the actual sample to obtain reliability. The trial was conducted on employees outside the actual research, with consideration of the subject in the trial have the same characteristics as the subject of research. Each of these items are used as instruments, was given a score of 5 (five) as an option, and each option is given a score of 5, 4, 3, 2 and 1 to follow the pattern of Likert scale (ordinal data).

Research Instruments

The main instrument in this study is the observation that the form guide is supported by the observation of interviews to complete. Observation guidelines formulated by observing classroom management skills component (indicator) as follows: responsive, dividing attention visually and verbally, focus groups, give instructions, and admonish wisely. The statement drawn up in two categories, namely positive and negative statements.

Testing Instrument Research

In this research, data collection techniques were collected using a questionnaire, therefore the research instruments need to be tested on other respondents to determine the level of validity and reliability. It is hoped the research results will be valid and reliable.

Validity Testing

The validity of the test is to examine the extent to which the validity of a measuring instrument. By using the technique formula "Spearman Rank Correlation", the correlation between each question with a total score is calculated, to determine which statements are valid and invalid. For further statement is not valid discarded, and for a valid statement continued at a later stage.

Testing Reliability

Reliability test aims to demonstrate the extent to which a relatively consistent measurement results when the measurement was repeated twice or more. In other words that reliability is an index indicating the extent to which a measure is reliable or unreliable. The measuring device is used twice, to measure the same symptoms and the measurement results obtained are relatively consistent.

Discussion of Results

Normality Test

The use of maximum likelihood estimation method in structural equation modeling
requires a multivariate normal distribution of data. For that first tested the normality of data using Chi-square test (in accordance with the applications contained in the program LISREL 8.7) and the result can be seen in the following table.

Test of Multivariate Normality for Continuous Variables

<table>
<thead>
<tr>
<th>Skewness</th>
<th>Kurtosis</th>
<th>Skewness and Kurtosis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>Z-Score</td>
<td>P-Value</td>
</tr>
<tr>
<td>----------</td>
<td>----------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>47.889</td>
<td>9.978</td>
<td>0.000</td>
</tr>
</tbody>
</table>

In the multivariate normality test, chi-square values obtained at 157.462 with a p-value of 0.000, thus the p-value less than 0.05 can be concluded that the manifest variable data (indicator) is not a multivariate normal distribution. According to data normality test results (not normal), then the appropriate estimation method used to test the effect of perceived organizational support on employee organizational commitment is a robust method of maximum likelihood.

The goodness of fit

Test goodness of fit was conducted to determine whether the model obtained was right in describing the relationship between the variables being studied so that it can be categorized into a good model. Kecocokoan test models in structural equation modeling can be based on several criteria for testing the suitability of the model as presented in the following table.

<table>
<thead>
<tr>
<th>Size Goodness of Fit</th>
<th>Value Estimation Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chi-Square</td>
<td>158.74 (p-value = 0.000)</td>
</tr>
<tr>
<td>RMSEA</td>
<td>0.079*</td>
</tr>
<tr>
<td>GFI</td>
<td>0.869</td>
</tr>
<tr>
<td>AGFI</td>
<td>0.815</td>
</tr>
<tr>
<td>NFI</td>
<td>0.961*</td>
</tr>
<tr>
<td>CFI</td>
<td>0.981*</td>
</tr>
<tr>
<td>IFI</td>
<td>0.981*</td>
</tr>
<tr>
<td>RFI</td>
<td>0.952*</td>
</tr>
<tr>
<td>PNFI</td>
<td>0.777</td>
</tr>
<tr>
<td>PGFI</td>
<td>0.615</td>
</tr>
</tbody>
</table>

*meet the criteria a good model

The size of the fitness model analysis, namely:

- The calculation result $\chi^2$ value (chi-square) for the model under study obtained at 158.74 with a p-value = 0.000. Judging from the p-value less than 0.05 indicates that a significant $\chi^2$ test.
- Judging from the value of RMSEA (Root Mean Square Error of Approximation) to the model studied by 0.079 shows a model obtained meet the criteria in which the expected value of RMSEA small (<0.08).
- Judging from the value of GFI (Goodness of Fit Index) for models studied by 0.869 shows a model need do not meet the criteria, where the expected value of GFI > 0.90.

Results indicate the absolute size of the suitability of the model obtained meet the criteria for goodness of fit in the relatively small size of the RMSEA (0.079 <0.08) so that it can be concluded that the empirical models obtained are in accordance with the theoretical model. To measure parsimonius (CFI, IFI, RFI) all meet the criteria of a good model, ie, greater than 0.9.

Model Results

Measurement model is a model that links between latent variables with manifest variables. In this study, there are four latent variables with manifest variables as many as
The number of latent variables perceived organizational support consists of 4 variables manifest, organizational commitment consists of three variables manifest.

The goodness of fit concluded that the model is acceptable, meaning that models obtained can be used to test hypotheses of the study that has been set. Using maximum likelihood estimation method robust obtained full path diagram model of the effect of perceived organizational support to the organizational commitment of employees as shown in Figure below.

Through weighting factors contained in Figure 4.5 can be seen on the latent variables perceived organizational support (POS), indicator X4 (Leader-Member Exchange) most powerful in reflecting latent variables perceived organizational support (POS), followed indicator X1 (Pay Level Satisfaction) , While the indicator X2 (Career Development Opportunities) weakest in latent variable reflect perceived organizational support (POS). Next on the latent variables of organizational commitment (KMO), an indicator Y3 (Normative Commitment) the most powerful in organizational commitment reflects the latent variables (KMO). Instead indicator Y1 (Affective Commitment) is the weakest in organizational commitment reflects the latent variables (KMO).

Further testing the degree of conformity of the indicators used to measure perceived organizational support and organizational commitment of employees through approach to construct reliability and variance extracted. The test results for each indicator latent variables are described in the following table:

<table>
<thead>
<tr>
<th>variable Manifesto</th>
<th>Weighting factor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>POS</td>
</tr>
<tr>
<td>X1</td>
<td>0.7694</td>
</tr>
<tr>
<td>X2</td>
<td>0.6769</td>
</tr>
<tr>
<td>X3</td>
<td>0.7655</td>
</tr>
<tr>
<td>X4</td>
<td>0.8476</td>
</tr>
<tr>
<td>Y1</td>
<td></td>
</tr>
<tr>
<td>Y2</td>
<td></td>
</tr>
<tr>
<td>Y3</td>
<td></td>
</tr>
<tr>
<td>(\sum \lambda)</td>
<td>3.0594</td>
</tr>
<tr>
<td>(\sum \lambda^2)</td>
<td>2.3546</td>
</tr>
<tr>
<td>(\sum \delta)</td>
<td>1.6454</td>
</tr>
<tr>
<td>Construct Reliability</td>
<td>0.8505</td>
</tr>
<tr>
<td>Variance Extracted</td>
<td>0.5886</td>
</tr>
</tbody>
</table>

The variable perceived organizational support (POS), extracted variance value of 0.5886 indicates that 58.86% of the information contained in the manifest variables (four indicators) can be represented in latent variables perceived organizational.
support. Then the construct reliability of the four indicators of latent variables perceived organizational support (0.8505) is still greater than that recommended is 0.70. At the latent variables of organizational commitment (KMO), extracted variance value of 0.6783 indicates that 67.83% of the information contained in the manifest variables (three indicators) can be represented in the latent variable organizational commitment. Then the construct reliability of third latent variable indicator of organizational commitment (0.8631) is still greater than that recommended is 0.70.

**Model Sub Struktural**

Structural sub models is a model that connects the latent exogenous variables to endogenous latent variables or endogenous variable relationships with other endogenous variables. Here's a summary of the values used in the structural model.

<table>
<thead>
<tr>
<th>Sub Structure</th>
<th>Path</th>
<th>Coefficient</th>
<th>( t_{\text{arithmetic}}^* )</th>
<th>R-Square</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pertama</td>
<td>POS ( \mapsto ) KMO</td>
<td>0.5928</td>
<td>7.3065</td>
<td>0.3514</td>
</tr>
</tbody>
</table>

\*\( t_{\text{kritik}} = 1.96 \)

Perceived organizational support of 35.14% giving effect to the organizational commitment of employees.

**Hypothesis Testing Effect of Perceived Organizational Support Organizational Commitment Against**

Structural equation the influence of perceived organizational support on the organizational commitment

<table>
<thead>
<tr>
<th>Endogenous Constructs</th>
<th>Exogenous Constructs</th>
<th>R-Square</th>
</tr>
</thead>
<tbody>
<tr>
<td>KMO</td>
<td>POS</td>
<td>0.5928</td>
</tr>
<tr>
<td></td>
<td></td>
<td>0.3514</td>
</tr>
</tbody>
</table>

(7.3065)

Remarks: Figures in brackets are the \( t \)-test statistical value.

POS : *Perceived organizational support*,

KMO : Komitmen organisasional

Partially perceived organizational support contribute to or influence by 35.14% against the Environmental Inspectorate organizational commitment in the area of Inspectorate regional depok. While the remaining 64.86% influenced by other factors beyond the perceived organizational support.

Once the path coefficient is calculated, and then to prove whether a significant influence on the perceived organizational support organizational commitment, then the hypothesis test. Visually the path diagram on the first hypothesis testing is described as follows.
hypothesis:
H0: $\gamma_{1.1} = 0$ Perceived organizational support is partially no effect on organizational commitment in Inspectorate regional depok.
Ha: $\gamma_{1.1} \neq 0$ Perceived organizational support partial effect on organizational commitment in Inspectorate regional depok.

Testing Results Effect of Perceived Organizational Support Against Organizational Commitment

<table>
<thead>
<tr>
<th>Path coefficient</th>
<th>$t_{\text{arithmetic}}$</th>
<th>$t_{\text{critical}}$</th>
<th>Ho</th>
<th>Ha</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.5928</td>
<td>7.3065</td>
<td>1.96</td>
<td>Ditolak</td>
<td>Diterima</td>
</tr>
</tbody>
</table>

Based on the test results can be seen tcount variables perceived organizational support (7.3065) greater than tkritis (1.96). Because tcount greater than tkritis, then the error rate of 5% so it was decided to reject Ho Ha received. So based on test results with a confidence level of 95% concluded that perceived organizational support partial effect on organizational commitment in the Inspectorate regional depok.

Based on the above test results, it can be interpreted Perceived Organization Support (POS) has an important role in improving organizational commitment within the Inspectorate regional depok. This means that when the facts that occurred showed that the employee who has received support from the employer as an individual and as a representative of the employer support organization Depok City has experienced an increase in terms of organizational commitment.

Conclusion
Based on the analysis and discussion of the results, it can be concluded as follows:
• Perceived organizational support (POS) has an important role in improving organizational commitment. It can also be seen in the inspectorate regional depok which indicates that the employee who received the support of the organization will be more committed to the organization.

Suggestions
Based on the discussion that has been described in the previous chapter and the conclusions will be put forward some suggestions as follows:
1. For Depok City Government
   • To further increase the commitment Organizational employees, the organization is expected to also increase its commitment to the employee so that the employee relations and the organization will lead to an attitude that can be seen as a sense of attachment to one another, in which employees will uphold wholeheartedly and promised to carry out tasks that must be carried out in strict accordance with principles, which has been designated by the employer as an agent of the organization to achieve certain goals and vice versa organization committed to pay attention to the contribution of employees and concerned over the whereabouts and welfare of employees so that there will be a reciprocal process, or the balance between the treatment of employees of the organization and vice versa treatment organization to employees in local government area in Depok.
2. For Academic
   • Other researchers are interested in the development of Human Resource Management are encouraged to conduct research and further development of the factors that affect organizational commitment of employees at different organizations. It is useful to examine the validity of the findings in this study more broadly.
   • Such research is expected to be carried out at the Institute both in central and regional governments in the hope that the Civil Service as a whole to know the problems and the other dimensions to determine its effect on organizational commitment Civil Servants in Indonesia.
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