

**THE INFLUENCE OF PERSONAL FACTORS, ORGANIZATIONAL FACTORS,
NON-ORGANIZATIONAL FACTORS AND SELF-EFFICACY ON THE
ORGANIZATIONAL COMMITMENT OF PT. KOREAN
BUSSINESS NETRWORK INDONESIA**

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Abstract: *This study aims to determine and analyze the influence of personal factors, organizational factors, non-organizational factors and self-efficacy on the organizational commitment of PT. Korean Indonesia Business Network. Sampling using incidental sampling method through a questionnaire. The sample used is 143 employees. The analytical technique used in this research is the Statistical Package for the Social Sciences (SPSS). The results of this study indicate that personal factors, organizational factors, non-organizational factors, and self-efficacy have a positive and significant effect on organizational commitment. Based on the test results, the coefficient of determination R² adjusted is 96,2%.*

Keywords: *Personal Factors, Organizational Factors, Non-Organizational Factors and Self Efficacy, Organizational Commitment.*

1. Introduction

Indonesia is an archipelagic country that has abundant natural wealth so that Indonesia is a country that benefits greatly because it is rich in natural resources. Most of the world's tropical forests are in Indonesia. In terms of the vastness of tropical forests, Indonesia ranks 3rd largest in the world after Brazil and the Democratic Republic of the Congo (Ministry of Environment and Forestry, 2021). By having a large forest, making Indonesia the most important country producing various logs. The wood produced includes sawn wood, plywood and other wood products such as pulp wood for papermaking (Nurjanah & Mustika, 2018). Plywood is one of the processed wood that has become Indonesia's leading product in the international world (Coordinating Ministry for Economic Affairs of the Republic of Indonesia, 2018).

Organizations must be able to create situations and conditions that encourage and allow employees to develop abilities and skills optimally (Bagis et al., 2019). This implies that the company to achieve its goals requires an organizational commitment (Mulyono & Bidayati, 2018). Komitmen Organisasi menjadi faktor penting kesuksesan perusahaan dalam bersaing dengan perusahaan lain (Mulyono & Bidayati, 2018). Menurut Robbins (2008) in Bagis et al., (2020) "organizational commitment is a condition in which an individual takes the side of the organization and his goals and desires to maintain his membership in the organization". There are several factors that affect organizational commitment, namely personal factors, organizational factors, non-organizational factors (Rahmad et al., 2020) In addition to these factors, there are other factors that affect organizational commitment, namely self-efficacy (Marwan et al., 2020).

According to Italina et al. (2022) “Personal factors are factors from within employees including motivation, hereditary influence, satisfaction, attitude, commitment and basic skills individually. Another factor that affects organizational commitment is organizational factors. According to Sopiah (2008) in Mulyono & Bidayati (2018) “organizational factors are factors that originate from within an organization”. In addition to personal factors and organizational factors, other factors that can affect organizational commitment are non-organizational factors. According to Steers dan Porter in Mulyono & Bidayati (2018) “Non-organizational factors are characteristics of a type of work or factors that distinguish between a job and other types of work”. The next influencing factor is self-efficacy”. According to Bandura (1997) in Darmawan et al (2021) “self-efficacy is what is perceived refers to a belief in a person's ability to organize and carry out the actions necessary to produce certain achievements”.

Many researchers have shown the relationship between personal factors, organizational factors, non-organizational factors and self-efficacy with organizational commitment. The influence of personal factors, organizational factors and non-organizational factors on organizational commitment with results has a significant effect on organizational commitment (Rahmad et al., 2020). The influence of personal factors, organizational factors and non-organizational factors on organizational commitment with results does not have a significant effect on organizational commitment (Mulyono & Bidayati, 2018) The influence of the work environment and self-efficacy on organizational commitment with results positively affects organizational commitment (Amir, 2019). The influence of organizational climate and self-efficacy on organizational commitment with results has no effect on organizational commitment (Putri, 2021).

2. Literature Review

Organizational Commitment

According to Lubis & Jaya (2019) organizational commitment is a condition where an employee takes sides with the goals of the organization and has the desire to maintain his membership in the organization. A form of commitment that arises is not only passive loyalty, but also involves an active relationship with a work organization that has the aim of providing all efforts for the success of the organization concerned.

Personal Factors

According to Lamb (2014) in Italina et al (2022) personal factors are a way of collecting and grouping the consistency of an individual's reaction to the situation that is happening because many of these characteristics have a direct impact on employee behavior between different ones and each other.

Organizational Factors

Meanwhile, according to Conway & Beirner (2012) in Rahmad et al (2020) organizational factors are an organizational factor that affects employee commitment from within the organization.

Non-Organizational Factors

According to Larasati (2018) in Rahmad et al (2020) non-organizational factors are factors that show the characteristics of a type of work or factors that distinguish between a job and other types of work, an employee works in need of colleagues and subordinates who support each other.

Self-Efficacy

Self-efficacy according to Luthan (2014) in Setyawan & Bagis (2021) self-efficacy refers to self-confidence regarding its ability to motivate cognitive resources and actions necessary to successfully carry out certain tasks.

3. Research Methods

This research uses a quantitative approach. The survey method used is to use a questionnaire that is distributed to pt. Korean Bussiness Network Indonesia. The questionnaire was distributed to 143 employees of PT. KBN Indonesia. The analysis used is Multiple Linear Regression Analysis.

Organizational commitment is an agreement in doing something for oneself, individuals, groups and organizations to maintain membership in the organization. Indicators of organizational commitment according to Mayer & Allen (1997) in Darmawan (2019) include: (1) Affective commitment (2) Continuance commitment (3) Komitmen normative.

Personal factors are factors that come from within the employee. Indicators of personal factors according to Rahmad et al (2020) include: (1) Expectations for Work (2) Psychological Contracts (3) Job Choice Factors (4) Desire to Achieve (5) Personal Characteristics.

Organizational factors are factors that originate from within an organization. Indicators of organizational factors according to Rahmad et al (2020) include: (1) Work Experience (2) Work Environment (3) Supervision (4) Consistency.

Non-organizational factors are factors that distinguish between a job and other types of work. Indicators of organizational non-factors according to Rahmad et al (2020) include: (1) Proficiency (2) Preferred Job.

Self-efficacy is the belief in an employee of the ability possessed that he is able to do something or overcome a situation that he will succeed in doing so. Indicators of self-efficacy according to Lunenberg (2011) in Sebayang & Sembiring (2017) include: (1) Experience of Success (Past Performance) (2) Vicarious Experience (3) Verbal Persuasion (4) Physiological State (Emotional Cues).

4. Result And Discussion

Validity ad Reliability Test Results

The significance test was carried out by comparing the calculated r value with the table r for degree of freedom (df) = $n-2$ ($136 - 2 = 134$) so that a figure of 0.1416 was obtained. Of the five variables studied, all of them were declared valid, because the calculated r value of these five variables was greater than the table r value (0.1416). In the Cronbach Alpha value reliability test > 0.70 , the value is stated that a questionnaire is said to be reliable or reliable if a person's answer to the statement is consistent or stable over time and can be said to be reliable because the Cronbach Alpha value on all variables > 0.70 (Ghazali, 2018).

Test Classical Assumptions

1. Normality

Based on the spss otput results of the Kolmogroff Smirnov test, the Asymptotic Sig value is 0.200, it can be concluded that the residual unstandardized data is normally distributed, because the Asymptotic Sig value is more than 0.05.

2. Multicholnearity

In this study, a regression model was said to be free of mulicolnearity if it had a VIF < 10 and had a Tolerance number of > 0.10 . The results of the analysis showed that the tolerance value of each variable was not below 0.10 (personal factor tolerance value of 0.451, organizational factor of 0.811, non-organizational factor of 0.457, self-efficacy of 0.594), as well as the VIF value of nothing above 10 (VIF value of personal factor of 2.215, organizational factor of 1.233, non-organizational factor of 2.190, self-efficacy of 1,683). Based on these data, this research data is free from multicholnearity.

3. Heteroskedasticity

Heteroskedasticity testing data is carried out using the glejser method, namely by regressing free variables against their absolute residual value, the data is declared free from heteroskedasticity if the regression results show a significance value of $> (0.05)$ from the test results obtained the result that the significance value of the personal factor variable is 0.596, the significant value of organizational factors is 0.410, the significant value of non-organizational factors is 0.154, the significant value of the self-efficacy of 0.252. From these results it is said that the significant value of all variables is >0.05 . Thus, it can be interpreted that the regression model is free from heteroskedasticity due to the significance value of >0.05 .

Model Fit Test

1. Determination Test

The Adjusted R-square value of the regression model formed in this study was 0.962 which showed that the independent variables (personal factors, organizational factors, non-organizational factors and self-efficacy) in explaining dependent variables (organizational commitment) were 96.2%, the remaining 3.8% was explained by other variables that were not included in this study.

2. Test F

From the ANNOVA test, the calculated f and f values of the table are $856.979 > 2.44$ with a significance level of 0.000. Because the probability of 0.000 is much smaller than 0.05 then the f test regression model can be used to predict organizational commitments. The analysis can be concluded that the regression model is declared fit or suitable.

Multiple Linear Regression Analysis Test

The multiple linear regression test aims to find out how much influence the independent variable has on the dependent can be done with a multiple linear regression test. The results of the multiple linear regression test can be seen in the following table:

Tabel 1. Multiple Linear Regression Analysis Test Results
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.200	.102		1.963	.052
	Faktor Personal	.792	.022	.892	35.755	.000
	Faktor Organisasional	.045	.022	.038	2.029	.044
	Faktor Non Organisasional	.058	.025	.058	2.320	.022
	Self-Efficacy	.061	.024	.055	2.508	.013

Based on the results of the regression analysis, the regression equation can be compiled as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon$$

$$Y = 0,200 + 0,792 X_1 + 0,045 X_2 + 0,058 X_3 + 0,061 X_4 + \varepsilon$$

The regression equation mentioned above can be explained as follows:

α = The constant value (α) shows a positive value of 0.238 stating that if personal factors (X_1), organizational factors (X_2), non-organizational factors (X_3), self-efficacy (X_4) are zero or remain unchanged, then the organizational commitment of 0.200 units.

β_1 = The value of the regression coefficient of the personal factor variable shows a positive value of 0.792 stating that each increase in personal factors by one unit, then causes the organization's commitment to increase by 0.792 units assuming other variables remain.

β_2 = The value of the regression coefficient of the organizational factor variable shows a positive value of 0.045 that every increase in the organizational factor by one unit, then causes the organizational commitment to increase by 0.045 units assuming other variables remain.

β_3 = The value of the regression coefficient of non-organizational factor variables shows a positive value of 0.058 that every increase in non-organizational factors by one unit, then causes organizational commitment to increase by 0.058 units assuming other variables remain.

β_4 = The value of the regression coefficient of the self-efficacy variable indicates a positive value of 0.061 that each increase in self-efficacy by one unit, then causes the organization's commitment to increase by 0.061 units assuming other variables remain.

ε = Standard error (error).

Hypothesis Test

1. t-test (Partial)

To test the influence of personal factors on organizational commitment, namely by using the t test. The results of the t test that personal factors have value t_{table} With a significance of 0.05 ($df = n - k = 136 - 5 - 1 = 130$) then the t_{table} is 1.65666 due to a sig of $0.000 < 0.05$ and $t_{count} 35,755 > t_{table} 1,65666$. So it can be concluded that the variable personal factors have a positive and significant effect on the organizational commitment of PT. KBN Indonesia so that the first hypothesis is accepted. This research is in line with the research of Husin et al (2020); Winata (2017); Munandar (2017); Akbar, (2019); Ekayanti et al (2019) prove that personal factors have a positive and signific effect on organizational commitment. However, it is not in line with research conducted by Mulyono & Bidayati (2018) showing that personal factors do not affect organizational commitment.

To test the influence of organizational factors on organizational commitment, namely by using the t test. The results of the t-test that organizational factors have a value t_{table} with significance 0,05 ($df = n - k - 1 = 136 - 5 - 1 = 130$) so t_{table} as large as 1,65666 Because sig $0,044 < 0,05$ and $t_{count} 2,029 > t_{table} 1,65666$. So it can be concluded that the variable organizational factors have a positive and significant effect on the organizational commitment of PT. Indonesian Kbn so that the second hypothesis is accepted. This research is in line with the research of Husin et al (2020), Winata (2017); Munandar (2017); Bangun et al (2021) prove that organizational factors have a positive and signific effect on organizational commitment. However, it is not in line with research conducted by Mulyono & Bidayati (2018) showing that organizational factors do not affect organizational commitment.

To test the influence of non-organizational factors on organizational commitment, namely by using the t-test. The results of the t-test that non-organizational factors have a t_{table} value of 1.65666 due to a sig of $0.022 < 0.05$ and $t_{count} 2,320 > t_{table} 1,65666$. So it can be concluded that the variables of non-organizational factors have a positive and significant effect on the organizational commitment of PT. Indonesian Kbn so that the third hypothesis is accepted. This research is in line with the research of Husin et al (2020), Winata (2017); Munandar (2017); Hutagalung et al (2018); BudiYansah (2017) proved that

non-organizational factors have a positive and significant effect on organizational commitment. However, it is not in line with research conducted by Khalukussabir (2021) showing that non-organizational factors have an insignificant effect on organizational commitment.

To test the effect of self-efficacy on organizational commitment, namely by using the t test. The results of the t-test that self-efficacy has ttable with signifikansi 0,05 ($df = n-k = 136 - 5 - 1 = 130$) so ttable as large as 1,65666 Because $sig\ 0,013 < 0,05$ and tcount $2,508 > ttable\ 1,65666$. It can therefore be interpreted that H_0 is rejected and H_a is accepted. So it can be concluded that the variable Self-efficacy has a positive and significant effect on the organizational commitment of PT. KBN Indonesia so that the fourth hypothesis is accepted. This research is in line with the research of Saputri & Pratama (2020); Marwan, Rajak (2018); Dihaq et al (2022); Harsanto & Susanti (2021) proved that self-efficacy has a positive and significant effect on organizational commitment. However, it is not in line with research conducted by Putri (2021) showing that self-efficacy does not have a significant effect on organizational commitment.

V. CONCLUSIONS AND SUGGESTIONS

Based on the results of a study of 136 respondents regarding the influence of personal factors, organizational factors, non-organizational factors and self-efficacy on organizational commitment to PT. KBN Indonesia, then the following conclusions can be drawn:

1. Personal factors have a positive and significant effect on the organizational commitment of PT. KBN Indonesia.
2. Organizational factors have a positive and significant effect on the organizational commitment of PT. KBN Indonesia.
3. Non-organizational factors have a positive and significant effect on the organizational commitment of PT. KBN Indonesia.
4. Self-efficacy has a positive and significant effect on the organizational commitment of PT. KBN Indonesia.

Based on the results of the study, there are several suggestions for the improvement of companies and researchers in the future, to maintain personal factors, organizational factors, non-organizational factors and employee self-efficacy to be better. The advice for future research is that future researchers should use varied variables such as discipline, work environment, job satisfaction and other variables. So that it can conduct research again with other objects.

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