

PELATIHAN KOMUNIKASI INTERPERSONAL UNTUK MENINGKATKAN KOMITMEN ORGANISASI GURU SLB “X”

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INTISARI

Penelitian ini bertujuan untuk membuktikan hipotesis bahwa pelatihan komunikasi interpersonal dapat meningkatkan komitmen organisasi guru SLB “X”. Penelitian ini melibatkan 14 orang guru yang berusia 30-60 tahun yang mengajar di sekolah luar biasa (SLB). Penelitian ini merupakan penelitian kuasi-eksperimen dengan model rancangan penelitian yang digunakan adalah *pretest-posttest control group design*. Pengukuran komitmen organisasi guru dilakukan dengan memberikan skala komitmen organisasi guru (Meyer dan Allen, 1990) pada kelompok eksperimen dan kontrol di tahap *pretest* dan *post-test*. Data dalam penelitian dianalisis secara kuantitatif menggunakan *independent t test*. Hasil penelitian menunjukkan $p = 0.03$ ($p < 0.05$) yang artinya terdapat perbedaan yang signifikan antara kelompok eksperimen dan kontrol setelah pelaksanaan pelatihan komunikasi interpersonal. Sementara itu, terdapat peningkatan komitmen organisasi guru pada kelompok eksperimen berdasarkan rerata *gained score*.

Kata kunci: pelatihan komunikasi interpersonal, komitmen organisasi guru, guru SLB

**TRAINING OF INTERPERSONAL COMMUNICATION TO IMPROVE THE
COMMITMENT OF THE ORGANIZATION OF EXTRAORDINARY SCHOOL OF X**

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ABSTRACT

This research aims to prove the hypothesis that the training of interpersonal communication can improve the commitment of the organization of extraordinary school X. This research involved 14 teachers in the range of age of 30 – 60 years teaching in the extraordinary school (SLB). This is a quasi-experimental research with the model of research design of pretest-posttest control group design. The measurement on the commitment of the teacher organization was done by giving the scale of the commitment of the teacher organization (Meyer and Allen, 1990) to the experimental group and control at the phase of pretest and posttest. Data in this research was analyzed quantitatively using independent t test. The result of the research showed $p = 0.03$ ($p < 0.03$ ($p < 0.05$) meaning that there was a significant difference between the experimental group and control after the implementation of training on the interpersonal communication. Meanwhile, there was the improvement of the commitment of the teacher organization in the experimental group based on the average of gained score.

Keywords: training of interpersonal communication, commitment of teacher organization, Extraordinary School.