

ABSTRAK

HUBUNGAN ANTARA BUDAYA ORGANISASI DENGAN *PSYCHOLOGICAL WELL BEING* PADA GURU DI YAYASAN RAUDHATUL JANNAH \ KOTA PAYAKUMBUH

Penelitian ini bertujuan untuk mengetahui hubungan antara budaya organisasi dengan *psychological well-being* pada guru di Yayasan Raudhatul Jannah Kota Payakumbuh. Variabel bebas dalam penelitian ini adalah budaya organisasi dan variabel terikat adalah *psychology well being*. Alat ukur yang digunakan dalam penelitian ini adalah skala budaya organisasi dan skala *psychology well being*. Teknik pemilihan sampel dalam penelitian ini adalah teknik *random sampling*. Sampel dalam penelitian ini adalah 112 orang guru di Yayasan Raudhatul Jannah Kota Payakumbuh. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada skala budaya organisasi berkisar antara 0,341 sampai dengan 0,766. Hasil koefisien validitas pada skala *psychology well being* berkisar antara 0,326 sampai dengan 0,843. Dengan koefisien reliabilitas budaya organisasi sebesar 0.952 dan pada skala *psychology well being* sebesar 0.943. Berdasarkan analisis data, diperoleh nilai korelasi antara budaya organisasi dan *psychology well being* sebesar $r = 0.583$ dengan taraf signifikan $p = 0.000$ yang berarti hipotesis diterima artinya terdapat hubungan yang sedang dan sangat signifikan antara budaya organisasi dengan *psychology well being* pada guru di Yayasan Raudhatul Jannah Kota Payakumbuh. Menunjukkan hubungan dengan arah positif artinya semakin tinggi budaya organisasi maka semakin tinggi *psychology well being* dan sebaliknya semakin rendah budaya organisasi maka semakin rendah *psychology well being*.

Kata Kunci: *budaya organisasi, psychology well being, guru, korelasi.*

ABSTRACT

THE RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND PSYCHOLOGICAL WELL BEING IN TEACHERS AT THE RAUDHATUL JANNAH FOUNDATION PAYAKUMBUH CITY

This research aims to determine the relationship between organizational culture and psychological well-being in teachers at the Raudhatul Jannah Foundation, Payakumbuh City. The independent variable in this research is organizational culture and the dependent variable is psychology well being. The measuring instruments used in this research are the organizational culture scale and the psychological well-being scale. The sample selection technique in this research is a random sampling technique. The sample in this research was 112 teachers at the Raudhatul Jannah Foundation, Payakumbuh City. Validity and reliability testing in this research used the Cronbach's alpha technique. The results of the validity coefficient on the organizational culture scale ranged from 0.341 to 0.766. The results of the validity coefficient on the psychological well being scale ranged from 0.326 to 0.843. With an organizational culture reliability coefficient of 0.952 and a psychology well being scale of 0.943. Based on data analysis, the correlation value between organizational culture and psychological well-being is $r = 0.583$ with a significant level of $p = 0.000$, which means the hypothesis is accepted, meaning there is a moderate and very significant relationship between organizational culture and psychological well-being among teachers at the Raudhatul Jannah Foundation. Payakumbuh City. Showing a relationship in a positive direction means that the higher the organizational culture, the higher the psychological well-being and conversely, the lower the organizational culture, the lower the psychological well-being.

Keywords: *organizational culture, psychology well being, teacher, correlation.*