Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta

[1]Nur Laila Oktavianingrum, [2]Annisa Warastri*

Corresponding Author: *annisawarastri@unisayogya.ac.id

[1] 'Aisyiyah University of Yogyakarta, Indonesia

[2] 'Aisyiyah University of Yogyakarta, Indonesia

ABSTRACT

Organizational commitment is a case where someone chooses to be involved in, take sides, and maintain membership in an organization. On the other hand, performance requires the members' role, involvement, as well as the loyalty of the members to achieve maximum performance of the Student Representative Council of Universitas 'Aisyiyah Yogyakarta. However, one of the factors causing the low performance of the Student Representative Council of Universitas 'Aisyiyah Yogyakarta is the personal factor that comes from within the organization's management in carrying out leadership in the organization. This study aimed to determine the relationship between organizational commitment and the performance of the Student Representative Council of Universitas 'Aisyiyah Yogyakarta. The research method used is a quantitative method with an associative research type. The study subjects were members of the Student Representative Council of Universitas 'Aisyiyah Yogyakarta using a saturated sampling technique. Data were collected using a Likert scale and analyzed using Pearson correlation product moment. The study results showed a relationship between organizational commitment and the performance of the Student Representative Council of Universitas 'Aisyiyah Yogyakarta. The results of correlation product moment analysis with a significance level of $p = 0.000$ ($p < 0.05$) with a correlation coefficient of 0.821 which means that the two variables have a strong positive relationship where the higher the organization commitment, the higher the performance of the management of the Student Representative Council of Universitas 'Aisyiyah Yogyakarta and vice versa.

Keywords: Organizational Commitment, Performance, Student Representative Council

Introduction

An organization is a container of a group working together to achieve common goals (Kosasih, 2016). The Decree of the Minister of Education and Culture Number 155/U/1998 concerning General Guidelines for Student Organizations explains that student organizations are vehicles and means of self-development towards broadening horizons and increasing scholarship and personality integrity to achieve higher education goals. In line with this decision, according to Dr. Yusuf Hadijaya, M.A., in a book entitled Student Organizations and Student Managerial Competencies, student organizations can be classified as nonformal as well as informal education, because in the implementation of student organizations, there is a planning activity that is held once a year, which is called an annual work meeting, and is also

informal education because in undergoing activities in a student organization, much instruction can be received based on experience in the field.

Many student organizations can be found in both public and private universities. According to the 2016 Guidelines on Muhammadiyah Universities (PTM), PTM Student Organizations consist of the Muhammadiyah Student Association (IMM), Student Representative Council (DPM), Student Executive Board (BEM), and Student Activity Unit (Chapter X, article 28, paragraph 2). In the Yogyakarta 'Aisyiyah University Student Family Law No. 2 of 2019 concerning the Management of the Yogyakarta 'Aisyiyah University Student Organization in Chapter III to Chapter V, various student organizations from the university level to study programs are mentioned, one of which is the Student Representative Council (DPM).

Based on the Yogyakarta 'Aisyiyah University Student Family Law No. 5 of 2021 CHAPTER III article 6, the Yogyakarta 'Aisyiyah University Student Family Student Representative Council, from now on referred to as DPM KMUNISA, is the highest legislative body at the University of 'Aisyiyah Yogyakarta. One of the duties of DPM-KM UNISA is to bridge between students and the university. In this context, DPM-KM UNISA is easily understood as the House of Representatives (DPR) within the university's scope. All policies regarding the regulation of General Elections (PEMIRA), student organizations, channeling aspirations from students to the university, and others become the duty or authority of DPM-KM UNISA.

Cropanzano and Mitchell (in Greta, 2017) state how organizations manage human resources will create their conditions and colors. Like an organization, the journey of DPM-KM UNISA to this day is filled with dynamics, one of which is the problems within the internal DPM-KM UNISA itself. Based on the results of interviews with several UNISA DPM-KM administrators, several obstacles must be faced. First, there was a dysfunction in the internal management of DPM-KM UNISA due to the management of the previous period. Second, there was a change in the general chairman of DPM-KM UNISA after the inauguration in this period as a result of the General Election (PEMIRA), which violated Law No. 3 of 2019 concerning the General Election of the Student Family of Universitas 'Aisyiyah Yogyakarta in the Third Section of Article 12 paragraph 1 point C which ultimately led to problems of management, legality and the existence of DPM-KM UNISA on campus. Third, the absence of training aimed at increasing the capacity or competence of the UNISA DPM-KM management, especially in understanding the world of politics and its implementation within the campus. Fourth, there is a decrease in the quantity of attendance at regular meetings. Based on the description of the phenomenon above, the researcher took the research title "**Relationship Between Organizational Commitment and the Performance of the Student Representative Council of 'Aisyiyah University Yogyakarta**."

Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta (Oktavianingrum and Warastri)

55

Material And Methods

This research is a quantitative study using quantitative descriptive research methods. The type of research used is associative, aiming to determine the relationship between board performance and organizational commitment of the DPM-KM UNISA Yogyakarta board. This research uses a saturated sampling technique (census) which makes the subject of this research the entire DPM-KM UNISA Yogyakarta management. According to Arikunto (in Saragih, 2019), if the number of respondents is less than 100, the sample is taken so that the research is population research. Meanwhile, if the number of respondents is more than 100, then the sampling is 10%-15% or 20%-25% or more. The data collection tool in this study is a Likert scale. Sugiyono (2013) states that the Likert scale measures people's attitudes, opinions, and perceptions toward a social phenomenon. The scale used in research on each variable is adapted from the research. It has been tried with 33 valid organizational commitment scale items, 15 valid board performance scale items, and reliability (α) = 0.961 on the organizational commitment scale and (α) = 0.875 on the board performance scale, all distributed online via Google form.

Results

A. Research Results

    1. Overview of the Research Location

        This research took place at 'Aisyiyah University Yogyakarta, which has a variety of student organizations with all their diversity. Because the subject of this research has specific criteria, this research was conducted using an online system, namely by distributing scales through WhatsApp communication media both through groups and chat privately with the help of google forms to research subjects. The subjects of this study were the administrators of DPM-KM UNISA Yogyakarta. The total subjects in this study were 21 administrators of DPM-KM UNISA Yogyakarta.

    2. Respondent Characteristics

      a. Gender

Table 4.1 Subject Characteristics Based on Gender

No	Gender	Frequency
1	Male	9
2	Female	12
	Total	21

      Subject characteristics based on gender from 21 research subjects were nine men and 12 women.

      b. Active Student

Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta (Oktavianingrum and Warastri)

56

Table 4.2 Subject Characteristics Based on Student Activity

No	Semester	Frequency
1	7th semester	2
2	5th semester	15
3	3rd semester	4
	Total	21

The characteristics of the subjects based on student activeness from a total of 21 research subjects are semester seven, as many as two people, semester five, as many as 15 people, and semester three, as many as four people.

c. DPM-KM UNISA Management

Table 4.3 Subject Characteristics Based on Position

No	Position	Frequency
1	Daily Executive Board (BPH)	3
2	Commission I Legislation	3
3	Commission II Advocacy and Aspiration	5
4	Commission III Supervision	3
5	Media Center	3
6	Specialized Staff	4
	Total	21

The characteristics of the subjects based on their positions in DPM-KM UNISA from a total of 21 research subjects are three people serving in the Daily Executive Board (BPH), three people in Commission I Legislation, five people in Commission II Advocacy and Aspirations, three people in Commission III Supervision, three people in the Media Center, and four people in the Special Staff.

B. Data Description

1. Description of Research Data

Data regarding the organizational commitment scale with the performance of the DPM-KM UNISA Yogyakarta board are described using descriptive statistical methods. This method is used to facilitate researchers in seeing a picture of the data obtained and managed. The following descriptive statistics can be seen in the following table.

Table 4.4. Descriptive Table of Research Scale Statistics

Organizational Commitment	Performance

Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta (Oktavianingrum and Warastri)

57

Mean	69,57143	Mean	49,33333
Standard Error	2,217432	Standard Error	1,39614
Median	70	Median	50
Mode	70	Mode	51
Standard Deviation	10,16155	Standard Deviation	6,397916
Sample Variance	103,2571	Sample Variance	40,93333
Kurtosis	1,096865	Kurtosis	1,955817
Skewness	0,330332	Skewness	0,494533
Range	44	Range	29
Minimum	51	Minimum	38
Maximum	95	Maximum	67
Sum	1461	Sum	1036
Count	21	Count	21

The purpose of descriptive statistical analysis is to determine a study's hypothetical and empirical values.

Table 4.6. Categorization of Organizational Commitment Scale

Category	Score Range	Frequency	Percentage
Low	x ≤ 48	0	0%
Medium	48 < x ≤ 72	14	66%
High	x > 72	7	34%
Total		21	100%

Based on the organizational commitment scale categorization table above, it can be seen that the DPM-KM UNISA management tends to make corporate commitments to as many as 14 people with a percentage of 66% in moderate categorization and seven people with a rate of 34% in high categorization.

Table 4.7. Performance Scale Categorization

Category	Score Range	Frequency	Percentage
Low	x ≤ 36	0	0%
Medium	36 < x ≤ 54	19	90,47%
High	x > 54	2	9,53%
Total		21	100%

Based on the categorization table of the management performance scale above, it can be seen that the DPM-KM UNISA management with high performance are two people with a percentage of 9.53% and 19 people with a rate of 90.47% are included in the moderate category.

Table 4.8. Hypothetical and Empirical Data

Scale	N	Hypothetical	Empirical

Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta (Oktavianingrum and Warastri)

58

	Max	Min	Mean	SD	Max	Min	Mean	SD
Organizational Commitment	21	96	24	60	12	95	51	69,57	2,21
Performance	21	72	18	45	9	67	38	49,33	1,39

Based on the table above, on the organizational commitment scale, it is known that the mean value of the hypothetical data is 60, and the mean value of the empirical data is 69, 57. There is a difference where the theoretical mean is lower than the observed mean. This indicates that the organizational commitment behavior carried out by the subject is relatively low, statistically, not many issues have high organizational commitment. Furthermore, on the board performance scale, it is known that the mean value of the hypothetical data is 45, and the mean value of the empirical data is 49.33. There is a difference where the hypothetical mean is lower than the empirical mean. This indicates that the subject's performance is lacking, statistically, many issues with performance tend to be moderate.

Table 4.9 Normality Test

Variables	Sig. (p-value)	α	Interpretation
Organizational Commitment	0,200	0,05	Normal Distribution
Performance	0,051	0,05	Normal Distribution

Based on the table above, it can be seen that sig. (p-value) the organizational commitment variable is 0.117, where the value is greater than the significant level (α = 0.05), and the organizational performance variable is 0.117, where the value is greater than the significant level (α = 0.05). This shows that the data from the two variables are normally distributed.

Table 4.10. Linearity Test

Variables	Sig. (*p-value*)	α	Interpretation
1. Organizational Commitment 2. Performance	0,079	0,05	Linear

Based on the table above, it can be seen that sig. (p-value) of the organizational commitment variable and board performance is 0.079, where this value is greater than the significant level (α = 0.05). This indicates that the two variables are linear.

Table 4.11. Product Moment Correlation Test

Correlations

Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta (Oktavianingrum and Warastri)

59

		Komitmen Organisasi	Kinerja
Komitmen Organisasi	Pearson Correlation	1	,821**
	Sig. (2-tailed)		,000
	N	21	21
Kinerja	Pearson Correlation	,821**	1
	Sig. (2-tailed)	,000	
	N	21	21
**. Correlation is significant at the 0.01 level (2-tailed).			

Based on the test results above, it can be seen in the significant value (2-Tailed) with the product-moment correlation test of 21 UNISA DPM-KM administrators. The final result of the significant value (2-Tailed) between the organizational commitment variable and the board's performance obtained an r-value of 0.000 where r <0.05, which means there is a correlation between the two variables. In addition, the person correlation value of this study is 0.821. When the person correlation value is in the range of 0.081 to 1.00, it can be said that the two variables are perfectly correlated, so there is a strong positive relationship between them. Therefore, this research hypothesis states that there is a positive correlation between organizational commitment and the performance of the UNISA DPM-KM board, where the higher the organizational commitment, the higher the performance of the UNISA DPM-KM board, and vice versa, the lower the organizational commitment, the lower the performance of the UNISA DPM-KM board.

Table 4.12 Regression Effective Contribution Test (R Square)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	,821a	,675	,658	3,744
a. Predictors: (Constant), Organizational Commitment				

Based on the results of the regression practical contribution test, the analysis results show Rsquare (R2) = 0.675 with a percentage of 67.5%, which means that 67.5% of organizational commitment carried out by UNISA DPM-KM administrators can affect their performance in running UNISA DPM-KM.

Conclusion

Based on t**he results of the research that** has been carried out, it can be concluded as follows:

Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta (Oktavianingrum and Warastri)

60

1. UNISA DPM-KM administrators who have organizational commitment, the results showed that of the 21 UNISA DPM-KM administrators, 14 people, with a percentage of 66% of organizational administrators, have an organizational commitment that tends to be moderate. Seven other people, with a rate of 34%, have high organizational commitment. So it can be concluded that most UNISA DPM-KM administrators have organizational commitment classified as medium, meaning that UNISA DPM-KM administrators have an organizational commitment that is neither high nor low.

2. UNISA DPM-KM administrators who have performed as many as two people with a percentage of 9.47% have high performance, and 19 people with a rate of 90.53% are in the medium category. So it can be concluded that most UNISA DPM-KM administrators have a performance that is classified as average, meaning that UNISA DPM-KM administrators have an organizational commitment that is neither high nor low.

3. There is an imbalance in the scale results between organizational commitment and the performance of UNISA DPM-KM administrators due to factors that influence it. The relationship between organizational commitment and the implementation of UNISA DPM-KM administrators obtained a correlation coefficient of r count = 0.821 with a significance level of 0.000, which means the two variables have a strong positive relationship. This indicates that the higher the organizational commitment, the highest the performance in running the organization. Then it is supported by Rsquare (R^2) = 0.675 with a percentage of 67.5%, which means that 67.5% of organizational commitment carried out by UNISA DPM-KM administrators can affect their performance in running UNISA DPM-KM.

References

Abdullah, M. (2015). Metode Penelitian Kuantitatif. Aswaja Pressindo : Yogyakarta.

Afriansyah, M.F. & Haridito, I. (2016). Tingkat Kepuasan Members Fitness Terhadap Pelayanan di Tempat Kebugaran Balai Kesehatan Olahraga dan Pusat Informasi Pencegahan Penyakit Metabolik (Bkor-Pippm) Kabupaten Lumajang. *Jurnal Kesehatan Olahraga*. 06 (2), hlm. 370-377.

Akbar S.. (2018). Analisa Faktor-Faktor Yang Mempengaruhi Kinerja Karyawan. *JIAGANIS*. 3 (2), 1-17.

Angraini, R. (2020). Pengaruh Komitmen Organisasi Terhadap Kinerja Pegawai Di Badan Kepegawaian Dan Diklat Daerah Kabuaten Enrekang. *Skripsi.* Makassar : Universitas Muhammadiyah Makassar.

Cahyorinartri, N. (2018). Motivasi Mahasiswa Berorganisasi di Kampus. *Jurnal Psikologi Insight.* 2 (2), hlm. 27-38.

Daulay R., dkk.. (2019). Analisis Faktor-Faktor Yang Mempengaruhi Kinerja Karyawan Pada Perusahaan Daerah di Kota Medan. *Proseding Seminar Nasional Kewirausahaan*. 1 (1), 209-218.

Delita, F., dkk. (2016). Peningkatan *Soft Skills* dan *Hard Skills* Mahasiswa Melalui *Project-Based Learning* Pada Mata Kuliah Perencanaan Pembelajaran Geografi

Duli, N. (2019). Metode Penelitian Kuantitatif: Beberapa Konsep Dasar Untuk Penulisan Skripsi & Analisis Data Dengan SPSS. Yogyakarta: Deepublish

Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta (Oktavianingrum and Warastri)

61

Ginanjar, H. & Berliana. (2021). Pengaruh Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT. Sinar Citra Abadi Di Jakarta. *Jurnal Ekonomi Efektif*. 3 (4), 430-435.

Greta, H. (2017). Intervensi Pelatihan Penilaian Kinerja Pada Atasan Untuk Meningkatkan *Perceived Organizational Support & Employee Engagement*. PSYCHOPEDIA: Jurnal Psikologi Universitas Buana Perjuangan Karawang. 2 (2), 1-8.

Hadijaya, Y.. (2015). Organisasi Kemahasiswaan dan Kompetensi Manajerial Mahasiswa. Medan : Perdana Publishing.

Hikmawati, F. (2020). Metodologi Penelitian. PT. Raja Grafindo Persada : Depok

Jannah F. & Sulianti A.. (2021). Perspektif Mahasiswa Sebagai *Agen Of Change* Melalui Pendidikan Kewarganegaraan. *Jurnal Asanka*. 2 (2), 181-193.

Keputusan Menteri Pendidikan dan Kebudayaan Nomor 155/U/1998 tentang Pedoman Umum Organisasi Kemahasiswaan

Kosasih. (2016). Peranan Organisasi Kemahasiswaan Dalam Pengembangan *Civic Skills* Mahasiswa. *Jurnal Pendidikan Ilmu Sosial*. 25 (2), hlm. 64-74.

Merry Ristiana M. (2013). Pengaruh Komitmen Organisasi Dan Kepuasan Kerja Terhadap *Organizational Citizenship Behavior* (OCB) Dan Kinerja Karyawan Rumah Sakit Bhayangkara Trijata Denpasar. *Jurnal Ekonomi dan Manajemen*. 9 (1), 56-70.

Moeheriono. (2014). Pengukuran Kinerja Berbasis Kompetensi Edisi Revisi. Jakarta: Rajawali Pers.

Muchlis, F.N., dkk. (2021). Pilihan Rasional Mahasiswa "Kupu-Kupu" (Studi Preferensi Mahasiswa yang Berorientasi Pada "Kuliah Pulang-Kuliah Pulang" di FKIP UNS). *Jurnal Sosialisasi*. 8 (2), 22-30.

Muhmin, A.H.. (2018). Pentingnya Pengembangan *Soft Skills* Mahasiswa Di Perguruan Tinggi. *Jurnal Forum Ilmiah*. 15 (2), 330-338.

Nasution S. (2017). Variabel Penelitian. *Jurnal Raudhah*. 05 (02), hlm. 1-9.

Ningrum, H.F., dkk. (2021) Pengantar Ilmu Manajemen (Sebuah Pendekatan Konseptual). Jawa Barat : Media Sains Indonesia.

Novita, dkk. (2016). Pengaruh Kepuasan Kerja Dan Komitmen Organisasional Terhadap Kinerja Karyawan (Studi pada PT. Telekomunikasi Indonesia, Tbk Witel Jatim Selatan, Malang). *Jurnal Administrasi Bisnis*. 34 (1), 38-46.

Nurandini, A. & Lataruva E.. (2014). Analisis Pengaruh Komitmen Organisasi

Terhadap Kinerja Karyawan (Studi Pada Pegawai Perum PERUMNAS Jakarta). *Jurnal Studi Manajemen & Organisasi*. 11 (?), 78-91.

Paramita, R.W.D., dkk. (2021). Metode Penelitian Kuantitatif Edisi Ketiga : Buku Ajar Perkuliahan Metodologi Penelitian Bagi Mahasiswa Akuntansi & Manajemen. Widya Gama Press : Jawa Timur.

Pratiwi, N.I. (2017). Penggunaan Media Video Call Dalam Teknologi Komunikasi. *Jurnal Ilmiah Dinamika Sosial*. 1 (2), hlm. 202-224.

Pribowo, M.G.N.A.. (2020). Pengaruh Komitmen Organisasi Terhadap Kinerja Karyawan Tidak Tetap Pada Universitas Muhammadiyah Bengkulu. *Jurnal Media Wahana Ekonomika*. 17 (2), 195-204.

Priyono. (2016). Metode Penelitian Kuantitatif Edisi Revisi. Zifatama Publishing : Taman Sidoarjo

Puspasari, H. & Puspita W. (2022). Uji Validitas dan Reliabilitas Instrumen Penelitian Tingkat Pengetahuan dan Sikap Mahasiswa terhadap Pemilihan Suplemen Kesehatan dalam Menghadapi Covid-19. *Jurnal Kesehatan*. 13 (1), hlm. 65-71.

Rahayu R.A., dkk. (2019). Pengaruh Program *Occupational Health And Safety* Terhadap Kinerja Pegawai (Studi pada Dinas Pekerjaan Umum Penataan Ruang dan Pertanahan Kabupaten Ciamis Bagian UPTD Laboratorium dan Peralatan Ciamis). *Business Management and Entrepreneurship Journal.* 1 (4), hlm. 44-59.

Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta (Oktavianingrum and Warastri)

62

Rauf, I.R.R.A. (2021). Hubungan Antara Prokrastinasi Akademik Dengan Prestasi Belajar Mahasiswa Berorganisasi Di Yogyakarta. *Skripsi*. Yogyakarta: Univeritas 'Aisyiyah Yogyakarta.

Sadiyono & Mulyono A. (2016) Pedoman tentang Perguruan Tinggi Muhammadiyah. Yogyakarta : Majelis Pendidikan Tinggi Pimpinan Pusat Muhammadiyah.

Sandewa F. (2018). Faktor-Faktor yang Mempengaruhi Kinerja Pegawai di Kabupaten Banggai Kepulauan. *Jurnal Ilmiah Clean Goverment*. 1 (2), hlm. 90-110.

Suhartini Y. (2018). Analisis Dimensi Komitmen Organisasional Yang Mempengaruhi *Organizational Citizenship Behavior* Karyawan PT KAI DAOP VI Yogyakarta. *Jurnal Akuntansi & Manajemen Akmenika*. 15 (2), hlm. 93-108.

Sugiarto, E. (2016). Analisis Emosional, Kebijaksanaan Pembelian dan Perhatian Setelah Transaksi Terhadap Pembentukan Disonansi Kognitif Konsumen Pemilik Sepeda Motor Honda Pada UD. Dika Jaya Motor Lamongan. *Jurnal Penelitian Ilmu Manajemen.* 1 (01), 34-47

Suparyadi. (2015). Manajemen Sumber Daya Manusia : Menciptakan Keunggulan

Bersaing Berbasis Kompetensi SDM. Yogyakarta : Andi

Suranto & Rusdianti F.. (2018). Pengalaman Berorganisasi Dalam Membentuk *Soft Skill* Mahasiswa. *Jurnal Pendidikan dan Ilmu Sosial*. 28 (1), 58-65.

Suyono. (2015). Analisis Regresi untuk Penelitian. Yogyakarta: Deepublish.

Syahza, A. (2021). Metodologi Penelitian. UR Press: Riau.

Undang-undang Republik Indonesia Nomor 12 Tahun 2012 Tentang Pendidikan Tinggi.

Undang-Undang Keluarga Mahasiswa Universitas 'Aisyiyah Yogyakarta No. 2 Tahun 2019.

Undang-Undang Keluarga Mahasiswa Universitas 'Aisyiyah Yogyakarta No. 5 Tahun 2021

Vira N., A.D. (2022). Hubungan Antara *Psychological Capital* dengan Komitmen Organisasi pada Karyawan Bank BRI Pekanbaru. *Skripsi*. Riau : Universitas Islam Negeri Sultan Syarif Kasim.

Wardiah, M.L.. (2016). Teori Perilaku dan Budaya Organisasi. Bandung: Pustaka Setia

Wartini, S.. (2014). Analisis Kinerja Organisasi Melalui Kepemimpinan Transformasional dan Budaya Organisasi. *Jurnal Akuntansi dan Pendidikan*. 3 (1), 1-12.

Wibowo. (2016). Manajemen Kinerja Edisi Kelima. Jakarta : Rajawali Pers

Wirawan. (2015). Evaluasi Kinerja Sumber Daya Manusia : Teori Aplikasi dan Penelitian. Jakarta: Salemba Empat.

Wulan, D.A.N. & Abdullah, S.M.. (2014). Prokrastinasi Akademik Dalam Penyelesaian Skripsi. *Jurnal Sosio-Humaniora*. 5 (1), 55-74.

Yam, J.H., & Taufik, R.. (2021). Hipotesis Penelitian Kuantitatif. *Jurnal Ilmu Administrasi.* 3 (2), 97-102

Relationship Between Organizational Commitment and Performance Student Representative Council of UNISA Yogyakarta (Oktavianingrum and Warastri)

63