

THE EFFECT OF JOB SATISFACTION ON ORGANIZATIONAL COMMITMENT IN CLASS IIB CORRECTIONAL FACILITY CILACAP



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ABSTRACT

This research intends to investigate how contentment with one's work affects loyalty to the institution in Class 2B Correctional Facility Cilacap. Using a complete sample strategy, 61 workers were surveyed to gather primary data for this quantitative investigation. SPSS 27 was used to process the data that had been obtained. This research found that work satisfaction affected organizational commitment among employees to a degree of 59.3%, with other factors accounting for the remaining 40.7%. Class 2B Correctional Facility Cilacap personnel's organizational engagement may be further studied in the future by examining additional factors, such as workload and career administration.

Keywords: *Correctional Officer; Job Satisfaction; Organizational Commitment*



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INTRODUCTION

As an arm of the criminal justice system, corrections is responsible for administering punishment and overseeing the care of incarcerated adults and minors. Inmates, correctional personnel, and the general public form the backbone of the criminal justice system. The three pillars must be interconnected and balanced for inmate coaching to be effective in creating self-sufficient individuals via social integration programmes in correctional facilities. So, it is not only the inmates who need care; corrections staff are the ones who will provide it. Policymakers should address this issue so that they may establish a programme to enhance the physical and spiritual well-being of correctional officials (Utoyo, 2015).

Explained in Resolution No. 22 of 2022 of the Department of Education and Human Rights of the country of Indonesia, performance compensation for position class workers are governed by the Ministry of Law and Human Rights. Having this provision in place gives the ASN Kemekumham a financial incentive to perform to its full potential. The fundamental principles of an ASN are outlined in the "ASN BerAKHLAK" core value programme. Integrity, adaptability, competence, harmony, loyalty, accountability, and creativity are the tenets of the "BerAKHLAK" acronym. Compliance with policies and procedures, participation in organisational expansion, support for administrators and colleagues, developing positive relationships, and a positive image of the organisation are other forms of ASN loyalty or affection to the agency (Maksin et al., 2022).

One way to evaluate ASN's dedication to the company is by looking at how well they follow the rules and regulations. Nonetheless, by the beginning of 2024, several public complaints were discovered about ASN's ineptitude, procedural irregularities, misuse of power, lengthy delays, and other forms of maladministration. However, ASN was the subject of many public complaints about maladministration infractions in early 2024.

The application of this policy in the field has resulted in several workers being found guilty of infractions. It all begins with alpha, continues with tardiness, early departure, and skips over daily journaling. Workers may be less invested in their jobs and the company as a whole if they obtain larger performance bonuses. Satisfaction with one's work is one factor that influences loyalty to one's employer. Employees are more likely to feel committed to their organisation when they are satisfied with their jobs (Bashir & Gani, 2019). Indrasari (2017) cites Robbin's explanation of job satisfaction as an attitude towards evaluating the outcomes of one's labour, which he illustrates by comparing the actual reward received to the perceived reward.

A state of mind that ties workers to their employer is called "organisational commitment" (Allen & Meyer, 1990). The three aspects of organisational commitment are emotional, continuous, and normative. Employees' emotional investment in their company is a key component of affective leadership. Employees' views of the expenses associated with leaving the company are the focus of continuity. Normative, on the other hand, places more weight on workers' sense of duty to remain with the company (Hefny, 2021).

Job happiness is one factor that affects organisational commitment. Employees are more likely to feel committed to their organisation when they are satisfied with their jobs (Bashir & Gani, 2019). Indrasari (2017) cites Robbin's explanation of job satisfaction as an attitude towards evaluating the outcomes of one's labour, which he illustrates by comparing the actual reward received to the perceived reward. It has the added benefit of uplifting the spirits and productivity of those workers around you. When workers are content in their jobs, they are more likely to improve their company. There are two ways

to measure job satisfaction: intrinsic and extrinsic. "Intrinsic" refers to the way workers really feel when doing their jobs. Employees' subjective experiences with factors beyond their control at work are known as extrinsic factors (Mwesigwa et al., 2020). Job satisfaction may be evaluated based on factors such as advancement opportunities, pay rate, level of supervision, amount of work, and relationships with colleagues (Robbins and Judge, 2008; Puspitawati and Riana, 2014).

Robbins and Judge (2008) state that factors such as advancement opportunities, pay, level of supervision, amount of work, and colleagues may all contribute to an employee's level of job satisfaction (Puspitawati & Riana, 2014). Workload is one of the difficulties observed at the Class 2B Correctional Facility Cilacap, which is an indicator of job satisfaction according to this theory. He is responsible for assisting and guiding inmates in his capacity as a correctional officer. On the other hand, according to the current state of affairs at the Cilacap Class 2B Correctional Facility, which is overcrowded with 620 inmates while having a capacity of just 254. Furthermore, Class 2B Correctional Facility Cilacap still lacks sufficient Human Resources (HR). There are 61 available staff who are expected to take on other responsibilities, such as helping out with other correctional facilities and the public relations team at Cilacap Correctional Facility, in addition to their normal jobs.

LITERATURE REVIEW, RESEARCH FRAMEWORK, AND HYPOTHESES

Job Satisfaction

Hoppock (1935) posits that in order for an individual to honestly and unprompted express happiness with their work, a number of psychological, physiological, and environmental factors must be present. By rating his level of contentment with external circumstances specifically, his workplace Hoppock highlights interior issues. A person's emotional orientation (feeling) towards his work function is what Vroom (1964) calls job satisfaction (Said, 2020). Employees' perceptions of their jobs may be measured by factors such as job security, perks, collaboration, incentives, and opportunities for professional growth (Spector, 1997). Worker happiness has a significant impact on a company's bottom line. Job satisfaction may be impacted by funding materials, faculty workload, and the influence of technology, according to researchers like Miller, Finley, and Vanco (2000) and Bashir and Gani (2019).

Based on research by Hackman & Oldham (1980) and Hatfield et al. (1985), this study rephrases the dimensions of job satisfaction as follows: financial compensation and job security (three indicators each), organisational support (four indicators each), and the level of challenge posed by one's work (four indicators each) (Bashir & Gani, 2019). Salary and job security as they relate to future promises and contributions, as well as the degree of job security itself. Job relations, fair treatment, supervisorial support, and relationship building opportunities are all ways to assess organisational support. Job difficulties may be quantified by looking at factors including personal growth and development, incentives, and the amount of time spent thinking and acting independently.

Organizational Commitment

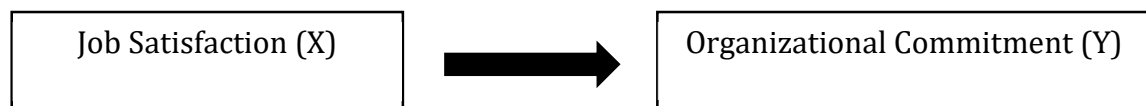
According to Mathis and Jackson (2001), an organization's commitment exists when its employees have faith in and support for the company's objectives, which in turn makes them want to remain with the company. Steers and Porter (2005) state that in order for an individual to be committed to their organisation, they must first identify with its values, then be willing to put their best effort into their work for the benefit of the company, and finally, have a strong desire to stay a member of the company (loyalty) (Busro, 2018).

Emotional commitment, continuation commitment, and normative commitment are the three main points, as stated by Meyer and Allen (1990). All three of these forms of dedication are unique approaches to employee retention. One definition of affective commitment is a strong emotional investment in one's work and one's supervisor or organisation. Employees' ties with one another and their non-transferable assets, including pensions, constitute continuity commitment. On the other hand, normative commitment may be defined as the conviction that one must continue working for the company (Bashir & Gani, 2019).

By modifying and adapting a measuring device based on the idea of Allen and Meyer (1990), the authors of this work are able to modify the present circumstances of the researchers. Emotional investment, persistence investment, and ethical commitment are the three pillars upon which this approach rests. On the emotional side, there are signs like having values that align with the organisation, feeling like you belong there, taking pride in what the company stands for, and generally enjoying working there. Motivating effort is the yardstick for long-term dedication. Loyalty and focus on the organisation are indicators of normative commitment.

Research Framework

To analyse data, this study used the statistical product and service solutions (SPSS) software. You can see the outline of this study in Figure 1.



Source: Author's thinking (2024)

Figure 1
Research Framework

To forecast the value of the dependent variable because the independent factor goes up or down, and to find out which way the relationship goes, this study used a primary data interpreting utilisation called SPSS 27 with basic statistical inspection methodologies. A hypothesis was formed via a research in light of these issues, specifically:

Ho: Job satisfaction does not influence on organizational commitment of the worker at Cilacap Class 2B Prison

Ha: Job satisfaction influences on organizational commitment of the worker at Cilacap Class 2B Prison

METHOD

For this study, we choose to use a quantitative approach to look at how work happiness affects loyalty to the company. In order to quantitatively describe population trends and mindsets, this study opted for survey research using a cross-sectional investigation design, which involves studying a sample of the population across time (Prasetyo & Jannah, 2005). The relationship between the two variables organizational commitment and job satisfaction was examined using regression and correlation analyses. We used Google Forms to send out questionnaires to all of the correctional officials at Class 2B Cilacap Correctional Facility in order to gather data for this research. The 61 inmates and staff members that made up the Cilacap Class 2B Correctional Facility's population were

the subjects of this research. With a thorough sampling procedure in place, 61 workers made up the sample.

This study's methodology included descriptive statistics, research integrity tests (validity and reliability), multiple regression analysis, a significance test, and a determination test. This research makes use of the following instruments based on indicators:

Table 1
Research Instrument

Variables	Dimensions	Indicators
Job Satisfaction (X) (Hackman & Oldham, 1980; Hatfield et al., 1985)	Pay and Job Security	Job Security Level Get paid according to the contribution Future-proof
	Organizational Support	Job Relations Fair Treatment Supervision Support Relationship building opportunities
	Job Challenges	Personal growth and development Appreciation Independent Thinking and Action Number of Job Challenges
Organizational Commitment (Y) (Allen & Meyer, 1990; Porter & Smith, 1970)	Affective Commitment	Values equality with the organization A Sense of Ownership of the Organization Pride in the Organization A Sense of Happiness for the Organization
	Continuous Commitment	Inspiring Work
	Normative Commitment	Loyalty to the Organization Attention to the Organization

RESULTS AND DISCUSSION

This investigation's data interpreting findings show the outcomes of SPSS computation of the demographic variables (gender, age, and instruction level) of the participants. Results from processing descriptive data on the respondents are as follows:

Table 2
Characteristics of Respondents

	Description	Frequency	Percentage (%)
Gender	Man	51	83,6
	Woman	10	16,4
Age Vulnerable	21-31 years old	31	50,8
	32-43 years old	15	24,6
	43-53 years old	9	14,8
	≥ 54 years old	6	9,8
Education Level	High School	38	62,3
	D4/S1	21	34,4
	S2	2	3,3
Working Period	1-5 years	14	23
	6-10 years	23	38
	11-15 years	8	13
	16-20 years	3	5
	>20 years	13	21

Source: Data processed, 2024

The analysis indicated that out of a total of 51 personnel, the majority remained male, in the Class 2B Penitentiary Facility Cilacap. Out of the total number of workers, ten are women. Furthermore, the most numerous group was determined to be group 2B with up to 19 workers, while the least numerous group was group IIIc with just 2 employees. Group IIa has the fewest employees at twelve, while group IIId has the most, with nine workers in each. Workers who are still considered lower-class will have more of an incentive to work harder. The analysis indicated that out of a total of 51 personnel, the majority were male, in the Class 2B Correctional Facility Cilacap. Based on the data we have, we know that 38 workers have only completed high school, 0 have completed D3, 21 have completed D4/S1, and 2 have completed S2. In order to help workers whose education levels are poor, further training and education is required.

Staff members with six to ten years of service make up the bulk of the workforce (23 individuals). The next group consists of 14 workers with a tenure of 1–5 years, 13 workers with a tenure of 20 years or more, 8 workers with a tenure of 11–15 years, and 3 workers with a tenure of 16–20 years. Workers will be more dedicated to their company if they have a longer work time. For the simple reason that they have likely adapted to their current environment after having endured a wide range of hardships.

This research used a battery of six tests to ensure the accuracy and reliability of the data collected via questionnaires. Testing the data produced by the instrument that has been sent to the respondents follows the declaration of the research instrument's validity and reliability. The tests are presented in the following formats: determination, significance, simple linear regression, and normality. The researcher has performed validity and reliability tests on the measuring devices before collecting data at the primary locus, and the findings are in the table below. At Tangerang Class IIA Correctional Facility, 30 inmates served as responders for the validity and reliability test. According to the test findings, the independent variable, work satisfaction, has an R-value of 22 (R-calculation > R-Table). It follows that your arguments are well-founded. The dependent variable, organizational commitment, has an R-value of 14 (R-calculation > R-Table), as seen in the organizational commitment variable. It follows that your arguments are well-founded.

Table 3
Independent Variable Validity Test

Item	R Table	R Count	Decription
X1_1	0,252	0,543	Valid
X1_2	0,252	0,443	Valid
X1_3	0,252	0,407	Valid
X1_4	0,252	0,620	Valid
X1_5	0,252	0,352	Valid
X1_6	0,252	0,415	Valid
X1_7	0,252	0,617	Valid
X1_8	0,252	0,694	Valid
X1_9	0,252	0,658	Valid
X1_10	0,252	0,519	Valid
X1_11	0,252	0,485	Valid
X1_12	0,252	0,609	Valid
X1_13	0,252	0,637	Valid
X1_14	0,252	0,665	Valid
X1_15	0,252	0,632	Valid
X1_16	0,252	0,390	Valid
X1_17	0,252	0,696	Valid
X1_18	0,252	0,603	Valid
X1_19	0,252	0,546	Valid

X1_20	0,252	0,600	Valid
X1_21	0,252	0,501	Valid
X1_22	0,252	0,655	Valid

Source: Data processed, 2024

Table 4
Dependent Variable Validity Test

Item	R Table	R Count	Decription
Y1_1	0, 252	0,574	Valid
Y1_2	0, 252	0,652	Valid
Y1_3	0, 252	0,509	Valid
Y1_4	0, 252	0, 755	Valid
Y1_5	0, 252	0,716	Valid
Y1_6	0, 252	0,688	Valid
Y1_7	0, 252	0,547	Valid
Y1_8	0, 252	0,654	Valid
Y1_9	0, 252	0,757	Valid
Y1_10	0, 252	0,687	Valid
Y1_11	0, 252	0,686	Valid
Y1_12	0, 252	0,687	Valid
Y1_13	0, 252	0,625	Valid
Y1_14	0, 252	0,692	Valid

Source: Data processed, 2024

The work satisfaction variable had a reliability score of 0.889 in the reliability test. The validity test result for the organisational engagement variable is 0.894, which is known. As a result, the work satisfaction questionnaire serves as a valid research tool. A Cronbach's alpha value over 0.60 is the basis for this. Investigators may utilise the measuring equipment to collect data at the primary locus, the Class 2B Correctional Facility Cilacap, since it is valid and dependable.

Table 5
Reliability Test of Job Satisfaction Variables

Reliability Statistics	
Cronbach's Alpha	N of Items
0.889	22

Source: Data processed, 2024

Table 6
Reliability Test of Organizational Commitment Variables

Reliability Statistics	
Cronbach's Alpha	N of Items
0.894	14

Source: Data processed, 2024

In order to determine whether the data allocation was normal, the normalcy test was administered. Significant levels, or Asymp, are shown in the table of normalcy test results. The value of sig or Asymp is 0.078, which is the significance level (2-tailed). There is a difference between Sig (2-tailed) and the value of $\alpha = 0.05$. The findings are in line

with what is needed for the normalcy test, which states that if the value is significant or Asymp, then the distribution is considered normal. The significance level, with two tails, is higher than the alpha level, which is set at 0.05 (alpha sig value). The data in this research may be used for future analyses, and it can be inferred that the data follows a normal distribution.

Table 7
Normality Test Results

<i>One-Sample Kolmogorov-Smirnov Test</i>		
		Unstandardized Residual
N		61
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.22221310
Most Extreme Differences	Absolute	.107
	Positive	.107
	Negative	-.100
Test Statistic		.107
Asymp. Sig. (2-tailed) ^c		.078

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Data processed, 2024

A basic linear regression test should be run after a data normality test. There were two factors in this test: one that measured organisational commitment and the other that measured work satisfaction. Examining the relationship between work happiness and organisational commitment is the driving force behind this research. You may use the formula ($Y = a + bX$) to employ the extrapolation equation. Underneath the Individualised The parameters column and sub-column B in the following table, you can find details on the regression direction coefficient. Here we can see a regression orientation coefficient of 0.570 and a consistent value of 6.774 in this column. This allows us to use the following formula to construct a regression equation using these values:

$$Y = a + bX$$

$$Y = 6,774 + 0,570X$$

With a steady value of 6.774 for the work fulfilment variable (X) in the regression equation shown above, we know that for every 1% rise in job satisfaction, there will be a 0.570 increase in organisational commitment. Class 2B Correctional Facility Cilacap staff levels of organisational commitment are closely correlated with the degree to which they report high levels of job satisfaction. The table 8 displays the results of a basic linear regression analysis:

Table 8
Simple Linear Regression Test Results

<i>Coefficients^a</i>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	6.774	6.225		1.088
	Job Satisfaction	.570	.062	.770	9.266

a. Dependent Variable: Organizational Commitment
Source: Data processed, 2024

Class 2B Correctional Facility Cilacap's work satisfaction and staff organization commitment variables were tested for significance and the findings are shown in the table below. A relevance level of 0.000 is shown by the data. Less than 0.05 is the significance value. In other words, the study's significance test yielded a result of $0.000 < 0.05$. H_a will be approved and H_o will be refused if the sensitivity value is less than 0.05, indicating that the findings of the test satisfy the conditions. Workers at Cilacap Class 2B Correctional Facility may be more committed to their organisation if they report higher levels of work satisfaction (X).

Table 9
Significance Test

<i>ANOVA^a</i>					
Model		Sum of Squares	df	Mean Square	F
1	Regression	906.483	1	906.483	85.852
	Residual	622.959	59	10.559	
	Total	1529.443	60		

a. Dependent Variable: Organizational Commitment

b. Predictors: (Constant), Job Satisfaction

Source: Data processed, 2024

In order to determine the extent to which the independent factor impacted the bound variable, a prediction test was conducted as the final test in this research. The correlation coefficient R, as seen in the table below, is 0.770. This indicates that the two variables, organisational commitment (Y) and work satisfaction (X), are highly correlated with one another. The value of R Square (r^2) is 0.593, as can be seen from the table above. In other words, there is a 59.3% correlation between the organisational commitment variable and the work satisfaction variable ($r=0.593$). While other factors account for the remaining 40.7%. Class 2B Correctional Facility Cilacap's organisational commitment variable is impacted by factors other than work satisfaction, as seen above.

Table 10
Determination

<i>Model Summary^b</i>				
Model	R	R Square	Adjusted Square	RStd. Error of the Estimate
1	.770 ^a	.593	.586	3.249

a. Predictors: (Constant), Job Satisfaction

b. Dependent Variable: Organizational Commitment

Source: Data processed, 2024

The Effect of Job Satisfaction on Organizational Commitment

Various experiments were conducted to ascertain the extent to which the work satisfaction variable impacted the organisational commitment variable among inmates at the Class 2B Correctional Facility Cilacap. A normalcy test utilising the One Straightforward Kolmogorov-Smirnov Test was conducted, and the Asymp.Sig value was acquired, as a consequence of the tests that were carried out. (2-tailed) which is more than 0.05 and has a value of 0.078. If the result of Asymp.Sig, (2-tailed) > 0.05 after adjusting for the normalcy test, it may be inferred that the data follows a normal distribution and can be utilised for further analysis in this research. In addition, this study determined that there was an influence within job pleasure (X) and organisational involvement (Y) of personnel in Class 2B Prison Facility Cilacap by conducting a simple linear a decrease test. The test yielded a Sig. value of 0.000, which is less than 0.05.

A favourable correlation coefficient of 0.570 in the area of work satisfaction and a constant value of 6.774 provide this result. A positive result for the regression coefficient suggests a directly proportionate change. What this indicates is that if the value of work satisfaction (X) increases, the value of organisational devotion (Y) will likewise rise. The extrapolation formula solution states that the organisational commitment variable will grow by 0.570 points for every one percent increment in the value of the job Contentment variable. Since this may be a directly proportional regression, we may infer that employee organisation commitment rises in direct proportion to the strength of the impact of work satisfaction.

In order to find out how much of an impact each variable had, we ran a determination test comparing organisational commitment and job satisfaction. The correlation between work happiness and organisational commitment was positive and statistically significant, according to the findings of the determination test. The correlation coefficient R value, which comes out at 0.770, proves this. According to Table 4.29, work satisfaction accounts for 59.3% of the effect on organisational commitment at Class 2B corrections Institution Cilacap, whereas other factors account for the remaining 40.7%. Employees' levels of professional engagement at Class 2B Correctional Facility Cilacap are significantly influenced by organisational commitment.

At last, this research can confirm the previously established hypothesis by using the significance value of $0.000 < 0.05$, indicating a significant relationship between the organisational commitment variable and the work satisfaction variable. So, we may say that H_a was approved and H_0 was rejected according to the findings of this research. This indicates that at Class 2B Correctional Facility Cilacap, employee happiness has an impact on their dedication to the organisation. Our research shows that work satisfaction has a 59.3% impact on organisational commitment. What this implies is that Class 2B Correctional Facility Cilacap may foster organisational commitment via characteristics such as work satisfaction. Results from univariate tests show that employee job satisfaction has a moderate impact on organisational commitment; this leads us to believe that workers at Class 2B Correctional Facility Cilacap are generally satisfied with their jobs, especially when it comes to financial compensation and job security. Along with problems, there is organisational support. Employees are more likely to put their hearts into their work when they like what they do.

When workers are happy in their jobs, they are more likely to remain with the company, take part in all of its events, and offer their all. When workers are happy in their jobs, they are more likely to put their hearts into their work, which in turn increases the likelihood that the company will fulfil its vision, mission, and goals. This, in turn, encourages workers to be dedicated to their jobs and the organisation as a whole. When

workers have been with the company for more than a decade, their dedication to the cause may be gauged by the duration of their tenure. One may argue that police with longer years of service have more life lessons to draw upon, which helps them do their tasks better. Working for a longer amount of time also increases employee dedication, which in turn improves their understanding of the organisational environment and their ability to perform efficiently and successfully.

Employees' sense of safety on the job is directly related to their level of fulfilment on the salary and job assurance measure. This sense of safety is based on a number of factors, including the presence of security measures such as closed-circuit television and automatic personal alarm systems (APAR). Furthermore, this dimension include compensation payments that are in line with their contributions and retirement and health insurance promises for workers. Employees will be more invested in the company and do a better job when they are satisfied with their pay and sense of job security.

One aspect of job assistance is the amount of help that workers get from their employers, which is influenced by the job satisfaction variable. Workplace dynamics, workers' perceptions of fair treatment, supervisory support from upper management, and chances to develop connections are all indicators of this. With the help they get on the job, workers are more likely to be motivated to keep giving their all to the company. Furthermore, the aspect of work difficulties dictates how workers derive a challenge from their job to remain forward-looking at all times. This enables employees to not only adapt to changes but also thrive in the face of uncertainty. When we talk about job difficulties, we are referring to the ways in which our organisation helps our people grow professionally, get recognition for their efforts, adapt to new situations, work independently, and meet goals.

It is important for businesses to consider their workers' professional and personal development. For example, by helping workers acquire new skills via formal education and training programmes. Recognising and appreciating workers, compensating them, and promoting them are all examples of non-material benefits. In order for workers to develop into people who can assess a situation and come up with solutions, organisations should provide them chances to act independently as needed. Last but not least, in order to keep staff motivated, the organisation will set goals for them to achieve. Employee commitment is increased when their satisfaction values are in line with those of the organisation, according to the study.

Individuals will take pride and joy in their work when they get personal fulfilment from their organisation, as seen in the previous explanation. According to Ellys and Ie (2020), employment fulfilment is defined as an employee's positive mentality regarding their work. This attitude is expressed through their assessment of their present work scenario. Generally speaking, employees who are fulfilled with their job tend to modify well to their performing situations, which makes them more loyal to the company. On the other hand, employees who are dissatisfied are less likely to do so. Affective commitment, which develops as a result of pleasant experiences, may be fostered by this.

There is a correlation between job happiness and dedication to staying put. When workers believe their employment provides a meaningful purpose in their life, they are more likely to remain with the company. I want to make sure that they do not receive it again after they leave the organisation. This agrees with the findings of the study by Simanjuntak (2020), which state that in sustained commitment, workers would weigh the advantages of their engagement in the company against the costs. Employees will have staying power or commitment if the attained ratio is larger than if they were to quit the

organisation or work for another company. Additionally, they consider the time when the losses they incur from leaving the company will be the most significant.

On the other side, workers have an ethical responsibility to remain with the company if they are satisfied with the wage and job security, organisational support, and difficulties they face on the job. A person's level of dedication to their employer increases if they like what they do for a living, according to studies done by Ramadhani and Rinaldi (2023).

CONCLUSION AND SUGGESTION

Data study using many tests indicates that inmates at the Cilacap Class 2B Correctional Facility are more committed to their organisations when they are happy in their jobs. Salary and job security, organisational support, and work difficulties are still elements of job satisfaction that may need some improvement, according to the report. When workers are happy in their jobs, it shows in the way they complete tasks. Workers who are opposed to wage cuts will push their coworkers to be punctual and complete all tasks as assigned. Another source of work fulfilment that may boost morale is when the company recognises and rewards people for their efforts. It follows that contentment on the work affects organisational commitment at Cilacap Class 2B Correctional Facility. Employees' levels of organisational commitment are influenced by their degree of work satisfaction at the Cilacap Class 2B Correctional Facility. This, in turn, affects the organization's ability to fulfil its objectives.

The researcher has multiple suggestions for improving working conditions at the Cilacap Class 2B corrections Facility based on previous studies examining the relationship between personnel occupation fulfilment and organisational commitment. One of these is to hire more people to work at the facility so that those who already work there can take a break from double-duty. Furthermore, workplace security facilities must be well maintained. The upkeep of security and office facilities is one example of this. Researchers in the future may take workload and other potential organisational commitment-influencing factors into account while studying the Cilacap Class 2B Correctional Facility locus.

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