

Organizational Commitment of Members of The Dairy Farmer Group in Banyumas Regency

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Abstract	<p>Most dairy farmers in Banyumas Regency are work in groups because their milk product should be sold in the group to the cooperative. The top-down formation made the members of the dairy farmer group less involved in the motivation to the group. This study aims to analyze the relationship among the long-standing leadership and the motivating ability to the organizational commitment of members of the dairy farmers group in Banyumas Regency. This study used survey methods. The sampling area has been done by purposive sampling method by selecting Pekuncen and Cilongok districts, where a lot of dairy farmers are there. The sample of the group has been determined by the census method as many as 11 groups, 124 farmers. The respondents have been selected by random sampling method, as many as 50% of the total group members or 62 farmers. The data has been analyzed using Spearman's Rank correlation then performed descriptively. The results showed that the leader of the dairy farmers group had long-standing leadership and they had a good motivating ability. The member had a high organizational commitment to the groups. Eventually, the length of leadership and the motivating ability had a fairly strong relationship with the organizational commitment of group members with correlation coefficients of 0.574 and 0.544.</p>
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