

# Analisis pengaruh family supportive organization perception terhadap komitmen afektif dan kepuasan kerja pegawai = The effect of family supportive organization perception towards employee's affective commitment and job satisfaction

Adityo Daniswara, author

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## Abstrak

Penelitian ini mengusulkan bahwa pegawai membentuk family-supportive organization perception (FSOP) yang memberikan pengaruh terhadap komitmen afektif serta kepuasan kerja melalui proses work-to-family conflict serta work-to-family enrichment. Hipotesis diuji menggunakan data yang diambil dari 522 orang pegawai sebuah BUMN melalui survei online.

Hasil yang didapatkan melalui structural equation modeling menunjukkan bahwa meskipun work-to-family enrichment ditemukan memiliki pengaruh positif terhadap komitmen afektif serta kepuasan kerja, namun secara tidak terduga FSOP tidak menunjukkan pengaruh seperti yang diperkirakan terhadap komitmen afektif dan kepuasan kerja maupun dimensi work-to-family.

.....This study suggests that employee developed family-supportive organization perception (FSOP) which in turn relates to affective commitment and job satisfaction through the processs of work-to-family conflict and work-to-family enrichment. Hypothesis tested using data of 522 employees from a state-owned company thorough an online survey.

Results obtained using structural equation modeling suggested that although work-to-family enrichment was found positively related towards affective commitment and job satisfaction, surprisingly, family-supportive organization perception did not have the intended effects on either affective commitment and job satisfaction or work-to-family dimensions.