

# Pengaruh organizational mobility preferences dan perceived organizational support terhadap komitmen afektif karyawan di perusahaan = The influence of organizational mobility preferences and perceived organizational support on the employee's affective commitment

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## Abstrak

Penelitian ini bertujuan untuk melihat pengaruh organizational mobility preferences dan perceived organizational support terhadap affective commitment karyawan. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan alat ukur Affective Commitment Scale yang telah direvisi dan dikembangkan oleh Meyer, Allen, dan Smith (dalam Meyer & Allen, 2004) untuk mengukur komitmen afektif karyawan sebagai variabel terikat, Boundaryless Career Attitudes Scale (Briscoe, Hall, & DeMuth, 2006) untuk mengukur organizational mobility preferences dan Survey of Perceived Organizational Support (Eisenberger et al., 1997). Penelitian ini dilakukan pada 143 responden yang pernah bekerja selama minimal satu tahun.

Penelitian ini menunjukkan hasil bahwa organizational mobility preferences ( $r = -0,30$ ,  $p = 0,000$ ) memiliki pengaruh negatif terhadap komitmen afektif dan perceived organizational support ( $r = 0,51$ ,  $p = 0,000$ ) memiliki pengaruh positif terhadap komitmen afektif karyawan. Lebih lanjut lagi diketahui bahwa variabel organizational mobility preferences dan perceived organizational support memiliki kontribusi varian yang unik pada komitmen afektif karyawan setelah mengontrol usia, tahun lulus pendidikan terakhir, tahun mulai kerja, lama kerja saat ini, dan waktu paling lama kerja karyawan.

.....The aim of this research is to examine the influence of organizational mobility preferences and perceived organizational support on affective commitment. This study is a quantitative study using Affective Commitment Scale developed by Meyer, Allen, dan Smith (in Meyer & Allen, 2004) to measure employee's affective commitment towards organization as the dependent variable (DV), Boundaryless Career Attitudes Scale developed by Briscoe, Hall, and DeMuth (2006) to measure the dimension of organizational mobility preferences and Survey of Perceived Organizational Support developed by Eisenberger et al. (1997) to measure employee's perceived organizational support. The sample of this study is a total of 143 respondents who have worked in a company for at least a year.

Results indicated that organizational mobility preferences ( $r = -0,30$ ,  $p = 0,000$ ) negatively influenced employee's affective commitment while perceived organizational support ( $r = 0,51$ ,  $p = 0,000$ ) positively influenced employee's affective commitment. Furthermore, organizational mobility preferences and perceived organizational support explained a unique variance in affective commitment above age, year graduated from latest education, year first started a job, employee's tenure (current tenure and longest tenure).