

## Studi komitmen afektif generasi y = Study of commitment affective in generation y

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### Abstrak

Penelitian ini bertujuan untuk melihat hubungan self-directed dan value-driven yang dimoderasi oleh person-organization fit terhadap komitmen afektif karyawan. Penelitian ini merupakan penelitian kuantitatif yang menggunakan Protean Career Attitude Scale untuk mengukur self-directed dan value-driven, Affective Commitment Scale untuk mengukur komitmen afektif, dan Person-Organization Scale untuk mengukur person-organization fit. Penelitian ini dilakukan pada 158 karyawan Generasi Y di berbagai sektor pekerjaan. Hasil penelitian ini menunjukkan bahwa self-directed  $B = .08$ ,  $SE B = .06$ , 95 BCa CI  $[-.04, .20]$ ,  $p > .05$  tidak memiliki hubungan pada komitmen afektif. Ditemukan juga bahwa person-organization fit memoderasi hubungan value-driven pada komitmen afektif  $B = -.08$ ,  $SE B = .04$ , 95 BCa CI  $[-.15, .00]$ ,  $p < .05$ . Hasil penelitian ini dapat berkontribusi dalam membantu organisasi dalam merangkul karyawan Generasi Y untuk lebih berkomitmen dengan tempat bekerjanya. Sikap karier protean, komitmen afektif, person-organization fit.

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This research aimed to examine the effects of self directed and value driven which moderated by person organization fit towards employees rsquo affective commitement. Additionally, this was a quantitave research that used Protean Career Attitude Scale to measure self directed and value driven, Affective Commitemnt Scale to measure affective commitement, and Person Organization Fit Scale to measure person organization fit. Participants of this research were 158 Generation Y employees in various work sectors. The results of this research showed that self directed  $B .08$ ,  $SE B .06$ , 95 BCa CI  $.04, .20$  ,  $p .05$  had no significant effect to affective commitment. Whilst this research also showed that person organization moderated the effect of value driven to affective commitment  $B .08$ ,  $SE B .04$ , 95 BCa CI  $.15, .00$  ,  $p .05$  . The results of this research can give some understanding to companies on how to make Generation Y employees more affectively committed with the place they work for.