

Peran sikap karier boundaryless dan organization-based self-esteem pada komitmen afektif karyawan = The role of boundaryless career attitudes and organization based self esteem towards employee's affective commitment

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Abstrak

ABSTRACT

Tujuan penelitian ini adalah untuk melihat peran sikap karier boundaryless dan organization-based self-esteem pada komitmen afektif. Partisipan penelitian adalah 290 karyawan di Indonesia. Komitmen afektif diukur menggunakan Affective Commitment Scale, kedua dimensi sikap karier boundaryless, yaitu boundaryless mindset dan organizational mobility preference, diukur dengan Boundaryless Career Attitude Scale, serta organization-based self-esteem diukur menggunakan The Organization-Based Self-Esteem Scale. Hasil penelitian menunjukkan bahwa boundaryless mindset, organizational mobility preference, dan organization-based self-esteem secara gabungan memiliki peran pada komitmen afektif sebesar 27,4. Hasil juga mengindikasikan bahwa boundaryless mindset tidak memiliki peran pada komitmen afektif $\beta = -0,09$, $p > 0,05$, organizational mobility preference memiliki peran yang negatif pada komitmen afektif $\beta = -0,34$, $p < 0,01$, serta organization-based self-esteem memiliki peran yang positif pada komitmen afektif $\beta = 0,36$, $p < 0,01$. Pembahasan dan saran untuk penelitian selanjutnya didiskusikan.

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ABSTRACT

The aim of this study was to examine the role of boundaryless career attitude and organization based self esteem towards affective commitment. Participants of this research were 290 employees in Indonesia. Affective commitment was measured using Affective Commitment Scale, both dimensions of boundaryless career attitude, which are boundaryless mindset and organizational mobility preference, were measured by Boundaryless Career Attitude Scale, and organization based self esteem was measured using The Organization Based Self Esteem Scale. The result of this study showed that boundaryless mindset, organizational mobility preference, and organization based self esteem combined had a role towards affective commitment of 27.4 . The results also indicated that boundaryless mindset did not have a role towards affective commitment .09, $p .05$, organizational mobility preference had a negative role towards affective commitment .34, $p .01$, and organization based self esteem had a positive role towards affective commitment .36, $p .01$. Discussion and suggestion for further research are discussed.