

# Kajian tentang Faktor-faktor yang Menentukan Komitmen Karyawan terhadap Organisasi: Studi Empiris Pada Generasi Milenial dan Z di Wilayah DKI Jakarta = Study of the Factors that Determine Organizational Commitment: Empirical Studies on Millennials and Z Generations in the DKI Jakarta

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## Abstrak

Penelitian ini bertujuan untuk meneliti pengaruh work-life balance dan work overload terhadap organizational commitment yang dimediasi oleh job engagement dan dimoderasi oleh perceived organizational support. Data yang diperoleh pada penelitian ini berasal dari 240 responden yang merupakan pegawai swasta generasi milenial dan Z di DKI Jakarta. Pengolahan data pada penelitian ini menggunakan metode structural equation modelling (SEM) pada aplikasi AMOS 24. Hasil pengujian menunjukkan bahwa Work-life balance tidak berpengaruh terhadap organizational commitment, work overload memiliki pengaruh negatif terhadap organizational commitment, work-life balance memiliki pengaruh positif terhadap job engagement, job engagement memiliki pengaruh positif terhadap organizational commitment job engagement memediasi hubungan work-life balance dan organizational commitment secara penuh, serta perceived organizational support tidak memoderasi hubungan antara work life balance dan organizational support. Pada bagian akhir tulisan dalam penelitian ini, diberikan rekomendasi sebagai bahan pertimbangan manajerial untuk mengatasi masalah komitmen organisasi berdasarkan temuan penelitian ini.

.....This study aims to examine the effect of work-life balance and work overload on organizational commitment mediated by job engagement and moderated by perceived organizational support. The data obtained in this study came from 240 respondents who are millennial and Z-generation private employees in DKI Jakarta. Data processing in this study uses the structural equation modeling (SEM) method of AMOS 24. The research results prove that work-life balance has no effect on organizational commitment, work overload has a negative effect on organizational commitment, work-life balance has a positive effect on jobs engagement, job engagement has a positive effect on organizational commitment, job engagement fully mediated the relationship between work-life balance and organizational commitment, and perceived organizational support does not moderate the relationship between work-life balance and organizational support. At the end of this study, recommendations are given as a basis for managerial consideration to overcome the problem of organizational commitment based on the findings.