

Analisa pengaruh perceived organizational support terhadap psychological well-being melalui mediasi employee engagement dan affective commitment pada karyawan generasi milenial = Analysis of The Influence of Perceived Organizational Support on Psychological Well-being Through Employee Engagement and Affective Commitment Mediation on Millennial generation employees

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Abstrak

Penelitian dilakukan untuk mengetahui pengaruh dari perceived organizational support terhadap psychological well-being pekerja generasi milenial Indonesia dengan employee engagement dan affective commitment sebagai variabel mediasi pada generasi milenial. Responden pada penelitian ini adalah para karyawan yang telah bekerja sekurang-kurangnya 1 tahun pada perusahaan dan merupakan kelahiran antara tahun 1981 hingga 1996. Data kemudian diolah dengan menggunakan SPSS dan Structural Equation Modelling (SEM) LISREL. Penelitian ini mencoba menjelaskan faktor-faktor yang dapat mempengaruhi psychological well-being pada karyawan. Terdapat 247 responden yang berpartisipasi dalam penelitian ini. Hasil penelitian menunjukkan bahwa perceived organizational support, employee engagement dan affective commitment memengaruhi psychological well-being pekerja generasi milenial Indonesia, dan terdapat peran employee engagement dan affective commitment dalam memediasi hubungan antara perceived organizational support terhadap psychological well-being

.....The research was conducted to determine the effect of perceived organizational support on the psychological well-being of Indonesian millennial generation workers with employee engagement and affective commitment as mediating variables in the millennial generation. Respondents in this study were employees who had worked for at least 1 year at the company and were born between 1981 and 1996. The data was then processed using SPSS and Structural Equation Modeling (SEM) LISREL. This study tries to explain the factors that can affect psychological well-being of employees. There were 247 respondents who participated in this study. The results of the study show that employee engagement and affective commitment affect the psychological well-being of Indonesian millennial generation workers, and there is a role for perceived organizational support, employee engagement and affective commitment in mediating the relationship between perceived organizational support and psychological well-being.