

KOMITMEN AFEKTIF SEBAGAI MEDIATOR DALAM HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DAN INTENSI *TURNOVER* PADA PERAWAT

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui peran variabel komitmen afektif dalam hubungan antara *perceived organizational support* (POS) dengan intensi *turnover*. Terdapat empat hipotesis yang diajukan dalam penelitian ini, yaitu 1) terdapat hubungan positif signifikan antara POS dengan komitmen afektif, 2) terdapat hubungan negatif signifikan antara komitmen afektif dengan intensi *turnover*, 3) terdapat hubungan negatif signifikan antara *perceived organizational support* dengan intensi *turnover*, 4) komitmen afektif memediasi hubungan antara *perceived organizational support* dengan intensi *turnover*. Penelitian ini termasuk dalam penelitian kuantitatif korelasional dengan teknik pengambilan sampel *purposive sampling*. Sebanyak 369 perawat terlibat menjadi subjek dalam penelitian ini. Peneliti menggunakan tiga skala, yaitu skala *perceived organizational support* ($\alpha = 0,813$), skala komitmen afektif ($\alpha = 0,749$), dan skala intensi *turnover* ($\alpha = 0,843$). Data yang diperoleh kemudian dianalisis dengan menggunakan analisis regresi sederhana dan regresi berganda dengan bantuan *IBM SPSS Statistics 22*. Hasil penelitian menunjukkan bahwa komitmen afektif memediasi secara parsial hubungan antara *perceived organizational support* dengan intensi *turnover* karena nilai koefisien regresi yang tidak memiliki skor mutlak ($c' = 0$).

Kata kunci: *perceived organizational support*, komitmen afektif, *turnover intention*, perawat

AFFECTIVE COMMITMENT AS A MEDIATOR IN RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND TURNOVER INTENTION ON NURSES

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ABSTRACT

This study aimed to investigate the role of affective commitment in the relationship between perceived organizational support and turnover intention. There were four hypotheses in this study. First, there was a significantly positive relationship between perceived organizational support and turnover intention. Second, there was a significantly negative relationship between affective commitment and turnover intention. Third, there was a significantly negative relationship between perceived organizational support and turnover intention. Fourth, the relationship between perceived organizational support and turnover intention was mediated by affective commitment. The research was a quantitative-correlational study that used purposive sampling as a sampling technique. 369 nurses were used as participants within this study. Three scales were used in this study, they were perceived organizational support scale ($\alpha = 0,813$), affective commitment scale ($\alpha = 0,749$), and turnover intention scale ($\alpha = 0,843$). Data which has been collected was analyzed using simple regression and multiple regression analysis with the IBM SPSS Statistics 22. The result showed that affective commitment was partially mediated the relationship between perceived organizational support and turnover intention because the regression's coefficient that wasn't had the absolute score ($c' \neq 0$).

Kata kunci: *perceived organizational support*, komitmen afektif, *turnover intention*, perawat