

ABSTRAK

Budiarto, Regina Audrey. 2024. Hubungan persepsi dukungan organisasi dan *conscientiousness* dengan komitmen organisasional pada karyawan generasi Z di Indonesia. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan persepsi dukungan organisasi dan *conscientiousness* dengan komitmen organisasional pada karyawan generasi Z di Indonesia. Hipotesis dalam penelitian ini adalah bahwa persepsi dukungan organisasi dan *conscientiousness* memiliki hubungan dengan komitmen organisasional, baik secara simultan maupun parsial. Responden penelitian ini sebanyak 268 karyawan generasi Z di Indonesia yang telah bekerja minimal enam bulan di perusahaan terkait. Data penelitian diperoleh melalui pengisian skala persepsi dukungan organisasi (α : 0.951), skala adaptasi *conscientiousness* dari *Big Five Inventory-2* (α : 0.916), serta skala adaptasi dan modifikasi *Three Component Model of Organizational Commitment Questionnaire* (α : 0.893) yang disebar secara daring. Teknik analisis yang digunakan adalah analisis regresi berganda. Hasil menunjukkan persepsi dukungan organisasi dan *conscientiousness* secara simultan memiliki hubungan yang signifikan dengan komitmen organisasional (F : 1542.845, p : $<.001$). Hasil juga menunjukkan persepsi dukungan organisasi sebagai variabel yang mendominasi (r : 0.954, p : $<.001$), sedangkan *conscientiousness* ditemukan sebagai variabel penekan negatif dalam model regresi (r : 0.414, p : $<.001$).

Kata kunci : persepsi dukungan organisasi, *conscientiousness*, komitmen organisasional, karyawan generasi Z

ABSTRACT

Budiarto, Regina Audrey. (2024). The relationship of perceived organizational support and conscientiousness with organizational commitment of generation Z employees in Indonesia. *Thesis*. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

This research aims to understand the relationship of perceived organizational support and conscientiousness with organizational commitment on generation Z employees in Indonesia. The hypothesis is that perceived organizational support and conscientiousness have a relationship with organizational commitment collectively and partially. Respondents for this research consist of 268 generation Z employees in Indonesia who have worked at least six months in the company. Data is achieved by filling in the perceived organizational support scale (α : 0.951), the adapted conscientiousness scale from Big Five Inventory-2 (α : 0.916), and the adapted and modified scale of Three Component Model of Organizational Commitment Questionnaire (α : 0.893) through online. Data is analyzed using multiple regression analysis. Results show perceived organizational support and conscientiousness simultaneously have a significant relationship with organizational commitment (F : 1542.845, p : $<.001$). Results also show perceived organizational support as the dominant variable (r : 0.954, p : $<.001$), while conscientiousness is found to be a negative suppressor variable in the regression (r : 0.414, p : $<.001$).

Keywords : *perceived organizational support, conscientiousness, organizational commitment, generation Z employees*