

## HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) DAN KOMITMEN ORGANISASI PADA KARYAWAN GENERASI Z

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### ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dan komitmen organisasi pada karyawan generasi Z. Hipotesis penelitian ini adalah terdapat hubungan antara variabel *perceived organizational support* dengan komitmen organisasi pada karyawan generasi Z. Partisipan dalam penelitian ini adalah karyawan generasi Z yang berusia 18-28 tahun dan telah bekerja setidaknya 6 bulan di suatu organisasi. Penelitian ini adalah penelitian kuantitatif korelasional dengan teknik survei dan pengumpulan data menggunakan survei *online*. Pemilihan sampel dilakukan menggunakan *convenience sampling*. Partisipan dalam penelitian ini berjumlah 241 karyawan generasi Z. Instrumen penelitian yang digunakan dalam penelitian ini adalah dua skala terjemahan, yaitu skala terjemahan *Scale Perceived Organizational Support* (SPOS) untuk mengukur *perceived organizational support* dan skala terjemahan *Three Component Organizational Scale* untuk mengukur komitmen organisasi. Uji coba skala menghasilkan koefisien reliabilitas pada skala *perceived organizational support* sebesar 0,911 dan skala komitmen organisasi sebesar 0,802. Teknik analisis data yang digunakan adalah *Spearman's Rho* karena terdapat data yang tidak berdistribusi normal. Hasil uji menunjukkan *perceived organizational support* dan komitmen organisasi pada karyawan generasi Z berkorelasi secara positif ( $r = 0,589$ ;  $p = 0,001 < 0,05$ ). Hal ini menunjukkan bahwa semakin tinggi tingkat *perceived organizational support* yang dimiliki karyawan, maka akan semakin tinggi juga tingkat komitmen organisasi yang dimiliki karyawan generasi Z.

Kata kunci: *perceived organizational support*, komitmen organisasi, karyawan generasi Z

***RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT  
AND ORGANIZATIONAL COMMITMENT ON GEN Z EMPLOYEES***

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**ABSTRACT**

This research aims to determine the relationship between perceived organizational support and organizational commitment. The hypothesis proposed in this research is that there is a correlation between active perceived organizational support and organizational commitment on Gen Z employees. Participants in this study was Gen Z employees aged 18-28 years old and already working for at least 6 months in an organization. This is a quantitative correlational study using survey technique and collect data with online survey. The technique for selecting the sample of participant is convenience sampling. The total of participant in this study were 241 Gen Z employees. Instrument used in this study was a translation scale of Scale Perceived Organizational Support (SPOS) to measure perceived organizational support and translation scale of Three Component Organizational Scale that used to measure organizational commitment. The scale try out shows that the reliability coefficient of perceived organizational support scale is 0,911 and organizational commitment scale shows total of 0,802. Technique of data analysis that used in this study were Spearman's Rho because a data that are not normally distributed were found. The results of this study shows that perceived organizational support and organizational commitment were positively correlated ( $r = 0,589$ ;  $p = 0,001 < 0,05$ ). This shows that the higher the level of perceived organizational support, the higher the level of organizational commitment on Gen Z employees.

Keywords: perceived organizational support, organizational commitment, generation Z employee

