

# Pengaruh Perceived Support Terhadap Affective Commitment: Peran Mediasi Organizational Identification dan Work Life Balance = Effect of Perceived Support on Affective Commitment: The Mediation Role of Organizational Identification and Work-Life Balance A Study of Female Milenial Worker

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## Abstrak

Karyawan milenial wanita yang kini prosentasinya mulai meningkat berperan penting untuk organisasi dan membutuhkan dukungan organisasi dan supervisor untuk menjadi talent dan top executive sehingga akan meningkatkan keterlibatannya terhadap organisasi. Berdasarkan fenomena tersebut penelitian ini bertujuan untuk menginvestigasi pengaruh dukungan organisasi dan dukungan supervisor terhadap afektif komitmen. Selanjutnya, penelitian ini memiliki tujuan untuk menguji hubungan antara dukungan organisasi dan dukungan supervisor terhadap komitmen afektif yang dimediasi oleh organizational identification dan work life balance. Sampel penelitian ini sebanyak 242 responden yang bekerja di industri manufaktur. Penelitian ini dianalisis menggunakan Structural Equation Model bahwa persepsi dukungan organisasi, persepsi dukungan supervisor berpengaruh terhadap organizational identification dan work life balance. Selain itu, hasil penelitian ini menunjukkan bahwa persepsi dukungan organisasi, persepsi dukungan supervisor tidak signifikan terhadap affective commitment, organizational identification dan work life balance berpengaruh positif terhadap komitmen afektif. Serta, organizational identification dan work life balance mampu memediasi hubungan antara persepsi dukungan organisasi dan persepsi dukungan supervisor terhadap komitmen afektif. Sehingga, penelitian ini memberikan saran manajerial yaitu komitmen afektif karyawan milenial wanita penting untuk ditingkatkan dengan memberikan kesejahteraan dan komunikasi yang rutin baik dalam bentuk reputasi organisasi yang baik dan keseimbangan kehidupan pribadi dan pekerjaan.

.....Female millennial employees are now increasing in importance to the organization and need organizational support and supervisors to become talents and top leaders so that they will increase their interaction with the organization. Based on this phenomenon, this study aims to investigate the effect of organizational support and supervisor support on affective commitment. Furthermore, this study aims at the relationship between organizational support and supervisor support for affective commitment that is mediated by organizational identification and work-life balance. The research sample was 242 respondents who worked in the manufacturing industry. This study was analyzed using a Structural Equation Model that shows the perception of organizational support, the response of supervisor support to organizational identification and work life balance. In addition, the results of this study indicate that perceptions of organizational support, perceptions of supervisor support are not significant towards affective commitment, organizational identification and work-life balance have a positive effect on affective commitment. Also, identify the organization and work life balance that are able to mediate the relationship between responses to organizational support and perceptions of supervisor support on affective commitment. Related, this study provides managerial advice, namely that affective commitment of female millennial employees is important to improve welfare and regular communication both in the form of good organizational partnerships and a balance of personal and work life.