

Hubungan Psychological Capital dan Dukungan Supervisor terhadap Komitmen Organisasi pada Karyawan Generasi Z = The Relationship Between Psychological Capital and Supervisor Support on Organizational Commitment among Generation Z Employees

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Abstrak

Sebanyak 40% karyawan generasi Z hanya memiliki rencana untuk bekerja di suatu perusahaan selama tidak lebih dari dua tahun (Deloitte, 2022), sehingga komitmen kerja generasi ini perlu menjadi perhatian bagi organisasi. Penelitian ini bertujuan untuk melihat hubungan psychological capital dan dukungan supervisor terhadap komitmen organisasi generasi Z. Penelitian dilakukan dengan metode kuantitatif, dengan analisis data korelasi dan regresi berganda pada 130 karyawan yang berusia 20–30 tahun, memiliki atasan langsung, dan telah bekerja selama minimal satu tahun sebagai karyawan tetap. Alat ukur yang digunakan adalah Psychological Capital Questionnaire, Survey of Perceived Organizational Support, dan Organizational Commitment Scale. Hasil penelitian menunjukkan, psychological capital dan dukungan supervisor berkorelasi positif secara signifikan dengan komitmen organisasi. Selain itu, terbukti bahwa psychological capital memiliki efek yang lebih besar dibandingkan dukungan supervisor. Dengan demikian psychological capital dan dukungan supervisor penting untuk dimiliki karyawan generasi Z dalam membentuk komitmen organisasi. Berdasarkan hasil penelitian, organisasi dapat meningkatkan psychological capital karyawan melalui pelatihan dan program program coaching agar meningkatkan komitmen pada organisasi.

.....Approximately 40% of Generation Z employees only plan to work at a company for no more than two years (Deloitte, 2022), highlighting the need for organizations to pay attention to the work commitment of this generation. This study aims to examine the relationship between psychological capital and supervisor support with the organizational commitment of Generation Z employees. The research used a quantitative approach, using correlation and multiple regression analyses on data collected from 130 Indonesian employees aged 20–30 years who had a direct supervisor and had been working as permanent employees for at least one year. The measuring instruments used are the Psychological Capital Questionnaire, the Survey of Perceived Organizational Support, and the Organizational Commitment Scale. The results indicated that psychological capital and supervisor support were both positively and significantly correlated with organizational commitment. Moreover, psychological capital was found to have a greater effect than supervisor support. Thus, psychological capital and supervisor support are essential for Generation Z employees in shaping their organizational commitment. Based on these findings, organizations can enhance employees' psychological capital through training and coaching programs to strengthen their commitment to the organization.