

Intisari

Penelitian ini bertujuan untuk menganalisis hubungan antara budaya pembelajaran organisasi dan perceived organizational support karyawan terhadap komitmen afektif karyawan. Studi dilakukan pada 140 karyawan swasta di kota Medan. Metode pengumpulan data dalam penelitian ini menggunakan kuesioner dan dilakukan uji hipotesis dengan SPSS *for windows* v.23.0. Pengujian hipotesis dilakukan dengan menggunakan uji regresi linier sederhana. Hasil penelitian ini menunjukkan bahwa budaya pembelajaran organisasi karyawan berpengaruh secara positif terhadap komitmen afektif karyawan. *Perceived organizational support* dalam penelitian ini juga berpengaruh positif terhadap komitmen afektif karyawan.

Kata Kunci: Budaya Pembelajaran Organisasi, *Perceived Organizational Support*,
Komitmen Afektif

Abstract

This study aims to analyze the relationship between organizational learning culture and employee's perceived organizational support on employees' affective commitment. The study was conducted on 140 private employees in the city of Medan, Indonesia. The data collection method used in this study is a questionnaire and hypothesis testing was carried out with SPSS for windows v.23.0. Hypothesis testing is done by using a simple linear regression test. The results of this study indicate that the organizational learning culture of employees has a positive effect on employees' affective commitment. Perceived organizational support in this study also has a positive effect on employees' affective commitment.

Keywords: Organizational Learning Culture, Perceived Organizational Support, Affective Commitment