

INTISARI

Studi ini dilakukan untuk mengamati pengaruh moderasi usia karyawan PT. UMI terhadap sakit hati, agresivitas, persepsi organisasi bermuka dua, dan komitmen untuk menginisiasi konflik. Penelitian ini akan melihat 4 (empat) hipotesis yaitu (H1) Usia memoderasi hubungan sakit hati dengan agresivitas, (H2) Usia memoderasi hubungan agresivitas dengan persepsi organisasi bermuka dua, (H3) Usia memoderasi hubungan agresivitas dengan komitmen untuk menginisiasi konflik, dan (H4) Usia memoderasi hubungan persepsi organisasi bermuka dua dengan komitmen untuk menginisiasi konflik. Data diambil secara *cross sectional* pada karyawan milenial di PT. UMI yang merupakan kelahiran 1981 hingga 1998. Selanjutnya, 77 responden dikumpulkan menggunakan metode *purposive sampling* dan kemudian dianalisis menggunakan SmartPLS® versi 4.0.9.2 Berdasarkan hipotesis, didapatkan bahwa kohort usia karyawan (H1) memoderasi hubungan sakit hati dengan agresivitas, (H3) hubungan agresivitas dengan komitmen untuk menginisiasi konflik selanjutnya, dan (H4) hubungan persepsi organisasi bermuka dua dengan komitmen untuk menginisiasi konflik, dimana kohort usia di atas 30 tahun memoderasi negatif hubungan tersebut.

Kata Kunci: agresivitas, komitmen inisiasi konflik, persepsi organisasi bermuka dua, sakit hati

ABSTRACT

This study is conducted to observe the moderating effect of age of PT. UMI employees on hurt, aggressiveness, perception of duplicitous organization, and employee's commitment to initiate conflict. This study will look at 4 (four) hypotheses, which are (H1) Age moderates the relationship between hurt and aggressiveness, (H2) Age moderates the relationship between aggressiveness and the perception of duplicitous organization, (H3) Age moderates the relationship between aggressiveness and commitment to initiate conflict, and (H4) Age moderates the relationship between the perception of duplicitous organization and commitment to initiate conflict. Data was collected *cross sectionally* on millennial employees at PT. UMI who were born from 1981 to 1998. Furthermore, 77 respondents were collected using *purposive sampling* method and then analyzed using SmartPLS® version 4.0.9.2. Based on the hypotheses, it was found that the employee age cohort moderated (H1) the relationship of hurt feelings with aggressiveness, (H3) the relationship of aggressiveness with commitment to initiate conflict, and (H4) the relationship of perception of duplicitous organization with commitment to initiate conflict, where the age cohort over 30 years negatively moderated the relationship.

Keywords: aggressiveness, conflict initiation commitment, hurt, perception of duplicitous organization