



Hubungan Antara Career Capital dan Organizational Commitment pada Karyawan Generasi Milenial

The Relationship between Career Capital and Organizational Commitment in Millennials Generation Employees

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Abstrak

Komitmen organisasi merupakan hubungan emosi psikologis atau ikatan antara karyawan dengan organisasi yang terjalin akibat adanya hubungan simbiosis kepada karyawan dan/atau organisasi. Organisasi memiliki masalah pada menurunnya loyalitas karyawan dan tingkat *turnover* pada generasi Milenial yang berhubungan dengan komitmen organisasi. Terdapat faktor yang mempengaruhi komitmen organisasi, salah satunya adalah *career capital*. *Career capital* merupakan modal karier yang berkembang sesuai dengan kemampuan minat individu. Penelitian ini bertujuan untuk mencari tahu hubungan antara *career capital* dan *organizational commitment* pada karyawan generasi Milenial. Penelitian ini dilakukan secara daring dengan memberikan Skala Komitmen Karyawan dan Skala *Career Capital* kepada 196 partisipan, 116 laki-laki dan 80 perempuan, berusia 26–40 tahun. Analisis hipotesis yang telah dilakukan menggunakan teknik korelasi *Spearman Rank* menunjukkan adanya hubungan positif yang sangat kuat antara *career capital* dan *organizational commitment* pada karyawan generasi Milenial. Temuan ini bermanfaat dalam memberikan kesadaran bagi perusahaan dan individu dalam meningkatkan komitmen karyawan generasi Milenial melalui *career capital*.

Kata kunci: *generasi Milenial, career capital, organizational commitment*

Abstract

Organizational commitment is defined as an emotional link or bond between employee and organization which is created by symbiotic relationship for employee and/or organization. Organizations have a problem with decreasing employee loyalty and turnover rate among the Millennial generation which is related to organizational commitment. There are factors that affect organizational commitment, one of which is career capital. Career capital is a set of skills that develops according to individual abilities and interests. This study aims to find out the relationship between career capital and organizational commitment among Millennial generation employees. This research was conducted online by providing the Employee Commitment Scale and the Career Capital Scale to 196 participants, 116 men and 80 women, aged 26–40 years. Hypothesis analysis carried out using the Spearman Rank correlation technique shows that there is a very strong positive relationship between career capital and organizational commitment in Millennial generation employees. These findings provide awareness for companies and individuals in increasing the commitment of the Millennial generation employee through career capital.

Keywords: *Millennials generation, career capital, organizational commitment*