

**Peran Transformational Leadership Terhadap Organizational Commitment  
dengan Job Flourishing sebagai Mediator pada Karyawan Generasi Z**

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**Abstract.**

*Generation Z, accounting for approximately one-third of the current global workforce, demonstrates distinct characteristics compared to previous generations who were inclined to remain loyal to a single organization over extended periods. In contrast, generation Z is more frequently associated with “job-hopping” tendencies. This shift underscores the importance of investigating the factors influencing their organizational commitment. The present study sought to examine the influence of transformational leadership on organizational commitment, with job flourishing hypothesized as a mediating variable. A total of 284 permanent employees with a minimum tenure of 6 months participated in the study. Data were analyzed using Structural Equation Modeling (SEM) through AMOS version 23. The analysis indicated that job flourishing partially mediates the role of transformational leadership on organizational commitment.*

**Keywords:** *generation Z employees, job flourishing, organizational commitment, transformational leadership.*

**Abstrak.**

Generasi Z sebagai populasi yang menguasai 1/3 populasi tenaga kerja saat ini dengan karakteristik yang berbeda dengan generasi sebelumnya yang dengan sukarela tetap loyal pada satu perusahaan dalam jangka waktu lama, generasi Z lebih cenderung menjadi generasi “job-hopping”. Sehingga penting untuk mengkaji *organizational commitment* mereka. Penelitian ini bertujuan untuk menguji peran *transformational leadership* terhadap *organizational commitment* dengan *job flourishing* sebagai mediasi. Partisipan penelitian ini berjumlah 284 karyawan tetap yang telah bekerja minimal 6 bulan. Analisis data dilakukan dengan teknik *Structural Equation Modeling* (SEM) menggunakan AMOS versi 23. Hasil menunjukkan bahwa *job flourishing* memediasi secara parsial peran *transformational leadership* terhadap *organizational commitment*.

**Kata Kunci:** *job flourishing, karyawan generasi Z, organizational commitment, transformational leadership.*