

PERAN *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) TERHADAP KOMITMEN ORGANISASI PADA KARYAWAN GENERASI Y

Dinda Ikhtiar Rahmadhani, Noor Siti Rahmani
Fakultas Psikologi, Universitas Gadjah Mada

INTISARI

Generasi Y diprediksikan akan semakin banyak mengisi dunia kerja. Salah satu karakteristiknya yang mudah berpindah tempat kerja menjadi hal yang perlu diperhatikan perusahaan. Penelitian ini bertujuan untuk mengetahui peran *perceived organizational support* terhadap komitmen organisasi karyawan generasi Y. Subjek penelitian berjumlah 88 orang yang merupakan karyawan sebuah perusahaan perbankan daerah di Magelang. Metode yang digunakan pada penelitian adalah metode kuantitatif menggunakan alat ukur *Organization Commitment Questionnaire* (OCQ) dan *Survey of Perceived Organizational Support* (SPOS). Uji hipotesis penelitian dilakukan menggunakan teknik regresi linear sederhana. Hasil penelitian menunjukkan bahwa *perceived organizational support* berperan terhadap komitmen organisasi karyawan generasi Y ($F=18,998$; $p < 0,01$; $B_2 = 0,343$; dan $R^2 = 0,181$). *Perceived organizational support* diketahui memberikan sumbangan efektif sebesar 18,1% terhadap komitmen organisasi karyawan generasi Y. Ditemukan pula bahwa terdapat hubungan positif antara *perceived organizational support* dengan komitmen organisasi karyawan generasi Y. Analisis tambahan juga dilakukan dengan melakukan uji beda pada kedua variabel penelitian, ditemukan bahwa tidak ada perbedaan signifikan pada tingkat *perceived organizational support* maupun komitmen organisasi pada karyawan generasi Y ditinjau dari jenis kelamin dan status ketetapan pegawai.

Kata kunci: *perceived organizational support*, komitmen organisasi, karyawan generasi Y

THE ROLE OF PERCEIVED ORGANIZATIONAL SUPPORT TOWARD ORGANIZATIONAL COMMITMENT OF GENERATION Y EMPLOYEES

*Dinda Ikhtiar Rahmadhani, Noor Siti Rahmani
Faculty of Psychology, Universitas Gadjah Mada*

ABSTRACT

Generation Y is predicted to be involving the workforce a lot more. The attitude of changing their workplace frequently needs a serious concern from the organization. The aim of this study is to examine the role of perceived organizational support toward the organizational commitment of generation Y employees. The participants of this study are 88 workers of a district bank in Magelang whom are classified into generation Y. Quantitative method is applied for conducting this study by using two scales, which are Organizational Commitment Questionnaire (OCQ) and Survey of Perceived Organizational Support (SPOS). The data were analyzed by statistical method of simple linear regression analysis. As result, perceived organizational support is proven to give contribution for the organizational commitment of generation Y employees ($F=18.998$; $p < 0.01$; $B_2 = 0.343$; and $R^2 = 0.181$). The amount of effective contribution given is 18.1%. It is also proven that perceived organizational support has positive correlation to the organizational commitment of generation Y employees. Furthermore, additional analyses were conducted to see the difference between independent and dependent variables of this study, it is proven that there are no significant differences on both variables based on the participants' gender and working status.

Keywords: perceived organizational support, organizational commitment, generation Y employees.