

**THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND
PERCEIVED ORGANIZATIONAL SUPORT TOWARDS AFFECTIVE
ORGANIZATIONAL COMMITMENT ON GENERATION Y**

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ABSTRACT

This study research aimed to determine the relationship between psychological capital and perceived organizational support toward affective organizational commitment on generation Y. The subjects of this study were 103 employees aged 18-38 years who worked in two e-commerce companies, namely Blibli and Hijup. This study used psychological capital, perceived organizational support, and organizational commitment scale. The psychological capital scale was developed by Luthans (2007) with four aspects, resilience, self efficacy, optimism, and hope. Perceived organizational support scale was the development of a short version of the Eisbenger (1998). While the scale of affective commitment adapted from Allen & Meyer (1990) and has been validated by Fatmawati (2012). Based on the results of analysis psychological capital and perceived organizational support have a relationship with affective organizational commitment for 53,2% contribution ($F = 56,952$; $R^2 = 0,532$; $p < 0,05$) with a contribution of psychological capital 17,8% and perceived organizational support 35,4%. Additional analysis using t-test showed different affective organizational commitment based on age group ($F = 3.360$, $p < 0.05$).

Keyword: psychological capital, perceived organizational support, organizational affective commitment, generation Y

HUBUNGAN ANTARA *PSYCHOLOGICAL CAPITAL* DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP KOMITMEN ORGANISASI AFEKTIF PADA GENERASI Y

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INTISARI

Penelitian ini bertujuan untuk mengetahui hubungan antara *psychological capital* dan *perceived organizational support* terhadap komitmen afektif pada generasi Y. Subjek penelitian ini adalah 103 karyawan yang berusia 18-38 tahun yang bekerja di dua perusahaan *e-commerce*, yaitu Blibli dan Hijup. Penelitian ini menggunakan skala *psychological capital*, *perceived organizational support*, dan komitmen organisasi. Skala *psychological capital* yang digunakan dikembangkan oleh Luthans (2007) dengan empat aspek, yaitu resiliensi, *self efficacy*, optimisme, dan harapan. Skala *perceived organizational support* merupakan pengembangan dari skala Eisenberger (1998) versi singkat. Sedangkan skala komitmen afektif yang diadaptasi dari Allen & Meyer (1990) dan telah divalidasi oleh Fatmawati (2012). Berdasarkan hasil analisis *psychological capital* dan *perceived organizational support* memiliki hubungan dengan komitmen organisasi afektif sebesar 53,2% ($F = 56,952$; $R^2 = 0,532$; $p < 0,05$) dengan sumbangan efektif *psychological capital* sebesar 17,8% dan *perceived organizational support* sebesar 35,4%. Analisis tambahan menggunakan t test menunjukkan adanya perbedaan komitmen organisasi afektif pada karyawan berdasarkan kelompok usia ($F=3,360$, $p<0,05$).

Kata kunci: *Psychological capital*, *perceived organizational support*, komitmen organisasi afektif, generasi Y