

## Peran *Perceived Organizational Support* Terhadap Komitmen Afektif Pada Karyawan Startup Generasi Z

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**Abstract.** *The development of startups in Indonesia has occupied the fifth position globally and includes generation Z employees who contribute and become part of the company. However, companies face tough challenges because Generation Z is known as a generation that has low affective commitment. The purpose of this study was to see the role of perceived organizational support on affective commitment to generation Z startup employees. This study participants were 186 people who had worked for at least three months and were born from 1995 to 2010. Affective commitment scale uses the Affective Commitment Scale (ACS) developed by Allen and Meyer (1990) and the scale of perceived organizational support from Eisenberger et al. (1986). Simple linear regression analysis was used for data testing. It showed that POS gave a positive role to affective commitment ( $F = 153.131$ ,  $R = 0.64$ ,  $p < 0.05$ ), and the effective contribution of POS variables to affective commitment was 45%.*

**Keywords:** *commitment affective, Z generation, perceived organizational support*

**Abstrak.** Perkembangan *startup* di Indonesia telah menduduki posisi lima dunia dan di dalamnya terdapat karyawan generasi Z yang berkontribusi dan menjadi bagian dalam perusahaan. Namun terkait hal tersebut, perusahaan menghadapi tantangan yang berat karena generasi Z dikenal sebagai generasi yang memiliki komitmen afektif yang rendah. Tujuan dari penelitian ini adalah untuk melihat peran dari *perceived organizational support* terhadap komitmen afektif pada karyawan startup generasi Z. Partisipan penelitian ini berjumlah 186 orang yang telah menempuh masa kerja minimal tiga bulan dan lahir pada tahun 1995 hingga 2010. Skala komitmen afektif menggunakan *Affective Commitment Scale* (ACS) yang dikembangkan oleh Allen dan Meyer (1990) dan skala *perceived organizational support* dari Eisenberger dkk (1986). Analisis regresi linear sederhana digunakan untuk pengujian data dan menunjukkan bahwa POS memberikan peran positif pada komitmen Afektif ( $F=153.131$ ,  $R=0.64$ ,  $p<0,05$ ) serta sumbangan efektif variabel POS terhadap komitmen afektif sebesar 45%.

**Kata kunci:** *komitmen afektif, generasi Z, perceived organizational support.*