

## PERAN IKLIM KEBERAGAMAN TERHADAP KOMITMEN AFEKTIF DENGAN MEDIATOR SIKAP TERHADAP KEBERAGAMAN

### Abstrak

Komitmen organisasi adalah kondisi psikologis yang mengikat karyawan dengan sebuah organisasi. Salah satu jenis komitmen organisasi yang banyak dibahas karena berkaitan dengan sikap dan perilaku kerja karyawan adalah komitmen afektif. Komitmen afektif dapat dipengaruhi oleh iklim keberagaman pada organisasi yang memiliki anggota dengan beragam latar belakang budaya. Iklim keberagaman yang positif dapat menciptakan kondisi lingkungan kerja yang nyaman yang dapat meningkatkan komitmen karyawan pada organisasi. Namun demikian, masih sedikit penelitian yang menghubungkan secara langsung antara komitmen afektif dengan iklim keberagaman. Hubungan antara iklim keberagaman dengan komitmen organisasi juga diperantarai oleh aspek sikap individu terhadap keberagaman. Penelitian ini dilakukan untuk mengetahui peran iklim keberagaman terhadap komitmen afektif yang dimediasi oleh sikap terhadap keberagaman. Data penelitian diperoleh dari 110 partisipan yang merupakan karyawan tetap sebuah perusahaan operator tambang batu bara. Hasil uji dengan analisis regresi berganda menunjukkan bahwa iklim keberagaman tidak mampu memprediksi komitmen afektif ( $\beta = .108$ ,  $t = .847$ ,  $p > .05$ ), sedangkan sikap terhadap keberagaman mampu memprediksi komitmen afektif ( $\beta = .319$ ,  $t = 2.513$ ,  $p < .05$ ). Hasil uji hipotesis membuktikan bahwa sikap terhadap keberagaman memediasi peran iklim keberagaman pada komitmen afektif secara penuh.

Kata kunci: komitmen afektif, iklim keberagaman, keberagaman, sikap terhadap keberagaman

## THE ROLE OF DIVERSITY CLIMATE ON AFFECTIVE COMMITMENT WITH ATTITUDE TOWARDS DIVERSITY AS MEDIATOR

### Abstract

*Organizational commitment is a psychological state which binds employee to organization. Such organizational commitment which has great influence on attitude and behavior is affective commitment. Affective commitment is defined as the employee's emotional attachment to, identification with, and involvement in the organization. In a multicultural organization, affective commitment can be*

*affected by its diversity climate. A positive diversity climate may promote a comfort workplace which increase the employees' commitment to the organization. Diversity climate was defined as the extent to which employees share the perception that a diverse organization's policies, practices, and procedures communicate a strong priority given to fostering and maintaining diversity and inclusion. So far, there is still few research which directly correlate affective commitment with diversity climate. This research is aimed to examine the role of diversity climate on affective commitment which is mediated by attitude towards diversity. Research data collected from 110 participants who work as permanent employee on mining contractor corporate. Multiple regression analysis showed that diversity climate was not able to predict affective commitment ( $\beta = .108, t=.847, p>.05$ ), meanwhile attitude towards diversity was able to predict affective commitment ( $\beta = .319, t=2.513, p<.05$ ). the result of hypotetic testing showed that attitude towards diversity fully mediated the role of diversity climate on affective commitment.*

*Keywords: affective commitment, wokplace diversity, diversity climate, attitude towards diversity.*