

## **ABSTRACT**

This study aims to examine the influence of ethical leadership towards affective commitment with perceived organizational support as mediating variable. The data were collected from employees of Faculty of Economics and Business, Universitas Gadjah Mada (FEB UGM). This study is a quantitative research that used survey method and questionnaire as the instrument to collect the data. Simple and multiple regression method were used to test the hypothesis in this study. The results of this study proved that ethical leadership significantly and positively influences affective commitment and perceived organizational support, perceived organizational support significantly and positively influences affective commitment, and perceived organizational support does not proved to mediated the relationship between ethical leadership and affective commitment.

Key words: Ethical Leadership, Perceived Organizational Support, Affective Commitment

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Penelitian ini bertujuan untuk menguji pengaruh kepemimpinan etis terhadap komitmen afektif dengan persepsi dukungan organisasi sebagai variabel pemediasi. Data penelitian dikumpulkan dari karyawan Fakultas Ekonomika dan Bisnis, Universitas Gadjah Mada (FEB UGM). Penelitian ini bersifat kuantitatif dan menggunakan metode survey, dengan instrumen penelitian menggunakan kuesioner. Metode analisis data menggunakan metode regresi linear sederhana dan regresi linear berganda untuk menguji seluruh hipotesis dalam penelitian ini. Hasil penelitian membuktikan bahwa kepemimpinan transformasional secara signifikan berpengaruh positif terhadap komitmen afektif dan persepsi dukungan organisasi, persepsi dukungan organisasi secara signifikan dan positif mempengaruhi komitmen afektif, dan persepsi dukungan organisasi tidak terbukti memediasi hubungan antara kepemimpinan etis dan komitmen afektif.

Kata Kunci: Kepemimpinan Etis, Persepsi Dukungan Organisasi, Komitmen Afektif