

Abstrak

Penelitian ini bertujuan untuk mengidentifikasi peran dari dukungan organisasi, kepuasan kerja, kepemimpinan transformasional, serta kepemimpinan transaksional terhadap komitmen afektif karyawan pada sebuah organisasi. Komitmen afektif merupakan komitmen yang berkembang berdasarkan afeksi, di mana individu merasa ingin terus berada di dalam suatu organisasi, memiliki kepedulian terhadap organisasi, serta mendukung kemajuan organisasi dengan melakukan hal-hal yang sejalan dengan tujuan organisasi. Penelitian ini menggunakan metode kuantitatif dengan analisis regresi menggunakan SEM sebagai metode analisis data. *Affective Commitment Scale (ACS)*, *Survey of Perceived Organizational Support (SPOS)*, *Minnesota Satisfaction Questionnaire (MSQ) – short form*, skala kepemimpinan transformasional, dan skala kepemimpinan transaksional digunakan untuk menguji kelima variabel di dalam penelitian ini. Subjek dalam penelitian ini adalah 150 orang karyawan dari sebuah organisasi di se-wilayah DKI Jakarta. Kelima variabel di dalam penelitian ini diuji menggunakan SPSS 20.0 *for Windows Program* dan AMOS 18.0. Hasil penelitian menunjukkan bahwa dukungan organisasi, kepuasan kerja, kepemimpinan transformasional, kepemimpinan transaksional berperan signifikan terhadap komitmen afektif.

Kata Kunci : Komitmen Afektif, Dukungan Organisasi, Kepuasan Kerja, Kepemimpinan Transformasional, Kepemimpinan Transaksional

Abstract

The objective of this study is to identify the role of perceived organizational support, job satisfaction, transformational leadership, and transactional leadership on affective commitment among workers in an organization. Affective commitment is a type of commitment which contain affective basis, in which individuals want to stay in the organization all the time, have concerns over the organization, and support organization's process by doing things that will improve organization. This research used a quantitative method with SEM regression analysis as data analysis method. The Affective Commitment Scale (ACS), Survey of Perceived Organizational Support (SPOS), Minnesota Satisfaction Questionnaire (MSQ) – short form, transformational leadership scale, and transactional leadership scale were applied to investigate the five variables in this study. The subjects are 150 employees of an organization in DKI Jakarta area. The five variables in this study were tested using SPSS 20.0 for Windows Program and AMOS 18.0. The result showed that perceived organizational support, job satisfaction, transformational leadership, and transactional leadership, significantly predicting affective commitment.

Keywords: *Affective Commitment, Perceived Organizational Support, Job Satisfaction, Transformational Leadership, Transactional Leadership*