

HUBUNGAN ANTARA KELELAHAN EMOSIONAL DAN KOMITMEN ORGANISASI PADA KARYAWAN GENERASI MILENIAL

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kelelahan emosional dan komitmen organisasi karyawan milenial. Hipotesis yang diajukan dalam penelitian adalah adanya hubungan negatif yang signifikan antara kelelahan emosional dan komitmen organisasi. Subjek dalam penelitian ini merupakan 207 karyawan tetap berusia 21-42 yang bekerja pada sebuah perusahaan. Metode pengumpulan data dilakukan menggunakan kuesioner yang terdiri dari skala komitmen organisasi (18 item, $\alpha = 0,86$) dan skala kelelahan emosional (9 item, $\alpha = 0,92$). Data penelitian dianalisis menggunakan metode statistika non-parametrik *Spearman's rho* karena terdapat data yang tidak terdistribusi normal. Hasil uji korelasi menunjukkan bahwa komitmen organisasi dan kelelahan emosional berkorelasi negatif dengan koefisien korelasi (r) sebesar -0.147 dan nilai signifikansi (p) sebesar 0.018 . Berdasarkan hal tersebut, dapat disimpulkan bahwa semakin tinggi pengalaman kelelahan emosional, maka semakin rendah komitmen organisasi yang dimiliki seorang karyawan.

Kata kunci: karyawan generasi milenial, komitmen organisasi, kelelahan emosional

**CORRELATION BETWEEN EMOTIONAL EXHAUSTION AND
ORGANIZATIONAL COMMITMENT AMONG MILLENIAL
EMPLOYEE**

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ABSTRACT

This study aims to determine the correlation between emotional exhaustion and organizational commitment among millennial employees. The hypothesis proposed in this study is that there is a significant negative correlation between emotional exhaustion and organizational commitment. The subjects in this study were 207 permanent employees aged 21-42 who worked in a company. The data collection method was conducted using a questionnaire consisting of an organizational commitment scale (18 items, $\alpha = 0.86$) and an emotional exhaustion scale (9 items, $\alpha = 0.92$). The research data was analyzed using Spearman's rho non-parametric statistical methods because the data was not normally distributed. The correlation test results show that organizational commitment and emotional exhaustion are negatively correlated with a correlation coefficient (r) of -0.147 and a significance value (p) of 0.018. Based on this found, it can be concluded that the higher experience on emotional exhaustion, the lower organizational commitment of an employee.

Key words: millenial employees, organizational commitment, emotional exhaustion