

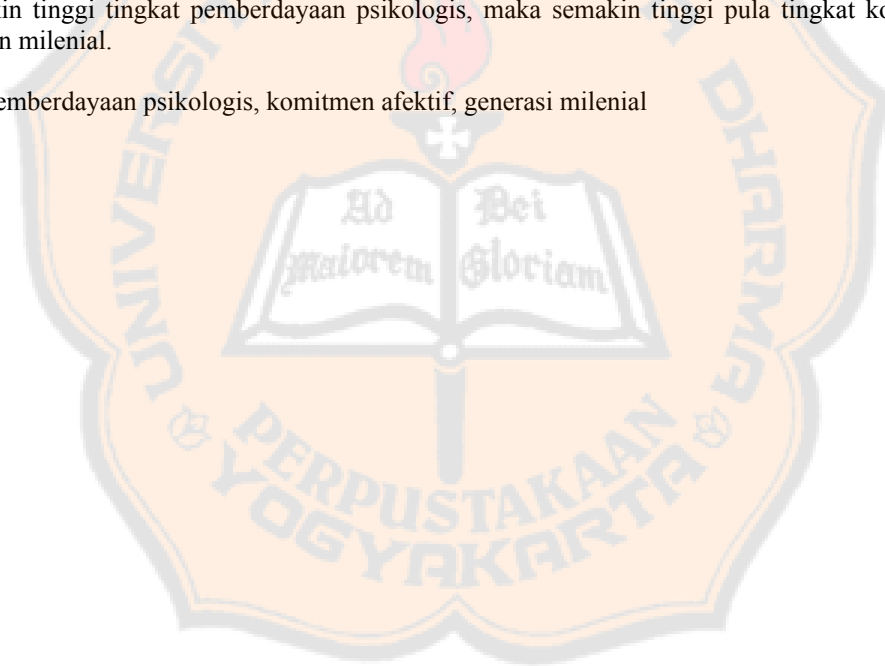
**HUBUNGAN ANTARA PEMBERDAYAAN PSIKOLOGIS
DENGAN KOMITMEN AFEKTIF PADA GENERASI MILENIAL**

Ribka Karen Fransiska Sihotang

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara pemberdayaan psikologis dengan komitmen afektif pada generasi milenial. Hipotesis pada penelitian ini adalah terdapat hubungan yang positif antara pemberdayaan psikologis dan komitmen afektif generasi milenial. Sampel pada penelitian ini terdiri dari 406 karyawan generasi milenial (lahir antara tahun 1981-1999) yang merupakan pegawai tetap dan telah bekerja minimal selama 6 bulan di institusi/perusahaan saat ini. Alat ukur yang digunakan pada penelitian ini yaitu *Affective Commitment Scale* sebagai salah satu bagian dari skala *Three-Component Model* (TCM) yang diadaptasi dari Allen dan Meyer (1993) dan *Psychological Empowerment Scale* yang diadaptasi dari Spreitzer (1995). *Affective Commitment Scale* memiliki reliabilitas *alpha* sebesar 0,767 sedangkan *Psychological Empowerment Scale* memiliki reliabilitas *alpha* sebesar 0,627 pada dimensi makna, reliabilitas *alpha* sebesar 0,884 pada dimensi kompetensi, reliabilitas *alpha* sebesar 0,835 pada dimensi determinasi diri, serta reliabilitas *alpha* sebesar 0,828 pada dimensi dampak. Uji korelasi menggunakan analisis *Spearman's Rho* menunjukkan koefisien korelasi sebesar 0,470 dengan nilai signifikansi $< 0,001$. Berdasarkan hasil tersebut, dapat disimpulkan bahwa semakin tinggi tingkat pemberdayaan psikologis, maka semakin tinggi pula tingkat komitmen afektif pada karyawan milenial.

Kata kunci: pemberdayaan psikologis, komitmen afektif, generasi milenial



***THE RELATIONSHIP BETWEEN PSYCHOLOGICAL EMPOWERMENT AND
AFFECTIVE COMMITMENT AMONG MILLENNIAL EMPLOYEES***

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ABSTRACT

The purpose of this study is to examine the relationship between psychological empowerment and affective commitment among millennials. The proposed hypothesis of this research was that psychological empowerment has a positive correlation with affective commitment. The sample for the study consisted of 406 millennial employees (born between 1981-1999) who were permanent employees and had been working for at least 6 months for the current institution/company. The measurements used in this study were affective commitment scale that had been adapted from Allen and Meyer (1993)'s Affective Commitment Scale as a part of Three-Component Model (TCM) and psychological empowerment scale that had been adapted from Spreitzer (1995)'s Psychological Empowerment Scale. The alpha reliability of the adapted Affective Commitment Scale was 0.767 whereas the alpha reliability of the adapted Psychological Empowerment Scale meaning dimension was 0.627, competence dimension was 0.884, self-determination dimension was 0.835, and impact dimension was 0.828. Spearman's Rho correlation analysis shows 0,470 correlation coefficient with significance value of < 0.001. Based on these results, it could be concluded that the more millennial employees are empowered psychologically, the more millennial employees commit affectively.

Keywords: psychological empowerment, affective commitment, millennial employees

